Human Resources Development Canada
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Workplace Information Directorate
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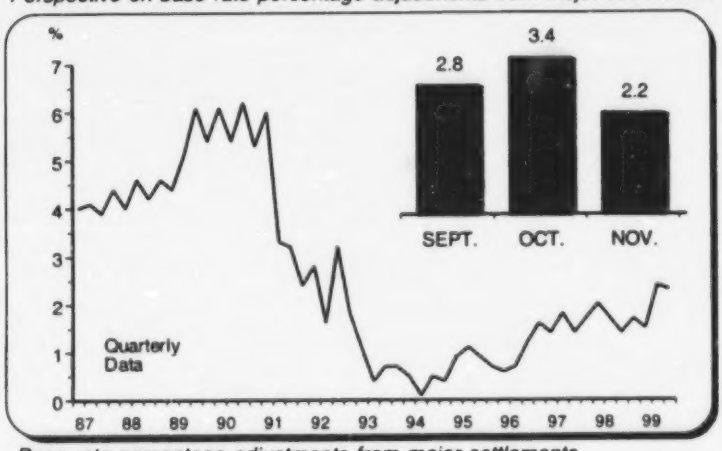
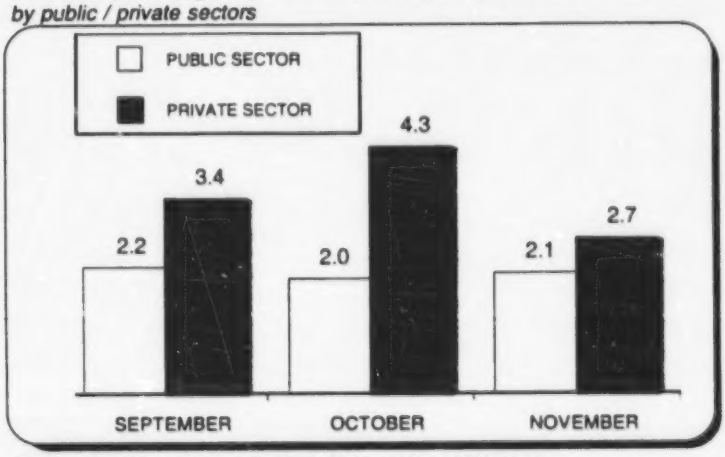
...MENTS BULLETIN

January 2000
Volume 11, Issue 1

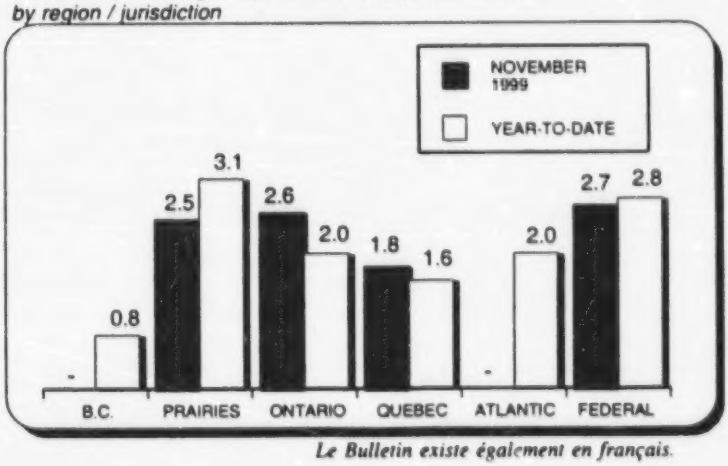
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments in major settlements, by region / jurisdiction



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November 1999

Base rate wage increases from major collective bargaining settlements reached in **November 1999** averaged **2.2 per cent**, down from 3.4 per cent in October 1999 and the same figure for that year as a whole (2.2% for the period of Jan. to Nov. 1999). Monthly wage adjustments in 1999 varied from a low of 1.4 per cent in January and March, to a high of 3.4 per cent in October.

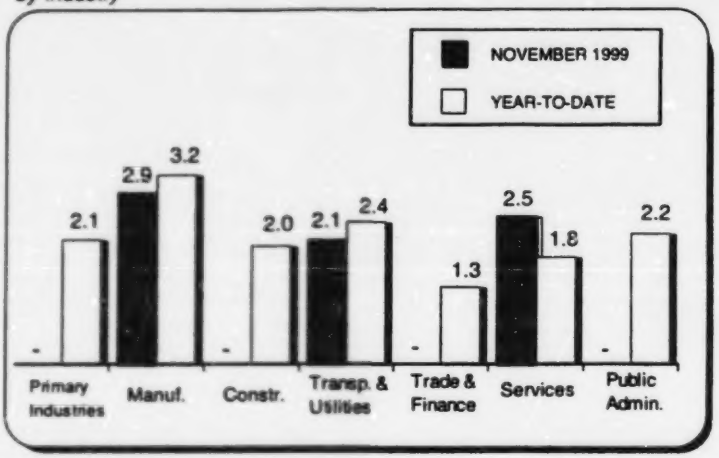
The November 1999 results are based on a review of only 14 settlements covering 30,690 employees (this is the lowest monthly coverage of employees since February 1998; the average monthly coverage for 1999 was 70,680 employees in 31 agreements). When the parties to the November 1999 settlements previously negotiated (with contract durations averaging 33.7 months) the resulting wage adjustments averaged 1.6 per cent, compared to the 2.2 per cent in their current round of settlements.

Public-sector wage increases averaged **2.1 per cent** in November 1999, up fractionally from 2.0 the previous month, and higher than the annual figure of 1.6 per cent for the year 1998. There were 9 public-sector settlements reached in November, with a coverage of 22,180 employees. The November public-sector figures were significantly affected by 3 Hydro-Quebec settlements covering 14,300 employees, with wage gains averaging 1.8 per cent annually, all in 60-month contracts.

Private-sector wage increases for 8,510 employees in 5 November settlements averaged **2.7 per cent**, down from the previous month's figure of 4.3 per cent (which included the auto worker contracts), but up compared to the private-sector average of 1.8 per cent for the previous year.

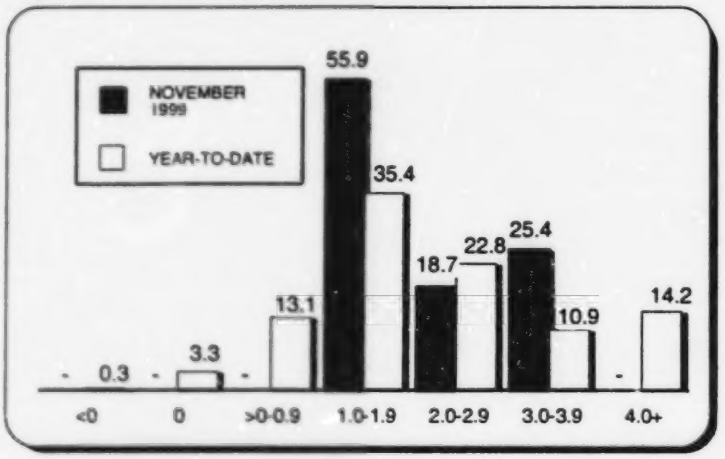
On a regional/jurisdictional basis, wage increases in November were below the national average in Quebec (1.8 per cent increase for the 4 settlements covering 14,800 employees). In other regions/ jurisdictions, by ascending order of wage increases, the Prairies stood at 2.5 per cent (3 agreements covering 4,670 employees), Ontario was at 2.6 per cent (5 agreements covering 4,340 employees), and the Federal jurisdiction at 2.7 per cent (2 agreements covering 6,880 employees). There were no major settlements in the Atlantic Provinces or B.C.).

Base rate percentage adjustments in major settlements, by industry



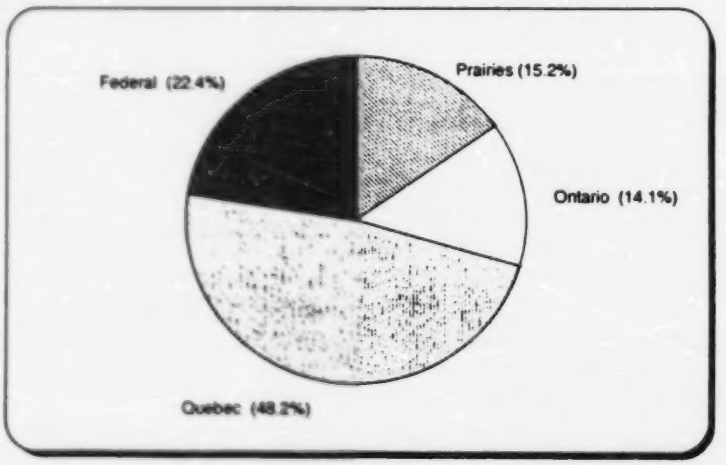
On an industry basis, the largest proportion of employees was in the **transportation, communications and utilities** sector with 21,180 employees (69% of total employees) in 5 agreements;wage increases averaged 2.1 per cent. In the two remaining industry divisions, wage increases averaged 2.5 per cent in the **services** sector (6 agreements covering 7,880 employees), and 2.9 per cent in the **manufacturing** sector (3 agreements covering 1,630 employees). There were no major settlements in **primary industries, construction, trade or public administration**.

Percentage distribution of employees in major settlements, by size of base rate adjustments



There were no settlements with a wage cut or freeze ratified in the month of November. The majority of workers (55.9% of employees) received wage increases in the 1.0 to 1.9 per cent range (including Hydro-Quebec workers). There were 5,750 employees (18.7% of all employees) in the 2.0 to 2.9 per cent range, and 7,790 employees (25.4% of all employees) in the 3.0 to 3.9 per cent range.

Percentage distribution of employees in major settlements, by region/jurisdiction



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Quebec	4	14,800
Ontario	5	4,340
Prairie provinces	3	4,670
Federal	2	6,880

MAJOR SETTLEMENTS REACHED IN NOVEMBER

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (3 agreements)	**1,630**	**2.9**	**2.8**	**52.6**	.
Imperial Tobacco (Division of Imasco Limited), plant & maintenance empl., Montreal (Que.)	500	3.0*	3.0	60	2004-04-14
Imperial Tobacco (Division of Imasco Limited), plant & maintenance empl., Guelph (Ont.)	630	3.0*	3.0	60	2004-04-14
Winnipeg Free Press, (div.F.P.Newspapers div. of Thomson Newspapers), print media employees, Winnipeg (Man.)	500	2.7	2.5	36	2002-09-30
Transportation, Communication and Other Utilities (5 agreements)	**1,180**	**2.1**	**1.6**	**53.4**	.
Hydro-Quebec†, general tradesmen, province-wide (Que.)	6,500	1.8	1.0	60	2003-12-31
Hydro-Quebec†, office and clerical employees, province-wide (Que.)	5,400	1.8	1.0	60	2003-12-31
Hydro-Quebec†, technical employees, province-wide (Que.)	2,400	1.8	1.0	60	2003-12-31
British Columbia Maritime Employers Association, longshoremen, Coast (B.C.)	3,350	2.3*	1.8	48	2002-12-31
TELUS Communications Inc., office and clerical employees, province-wide (Alta.)	3,530	3.0	4.0	32	2000-12-31
Community, Business & Personal Services (6 agreements)	**7,880**	**2.5**	**2.5**	**29.8**	.
Trillium Lakelands District School Board, elementary teachers, Lindsay (Ont.)	810	1.6	0.0	24	2000-08-31
University of Western Ontario, teaching assistants, London (Ont.)	1,000	3.0	4.1	36	2002-08-31
York University, teaching assistants, Toronto (Ont.)	700	2.8	2.8	12	2000-08-31
York University, teaching assistants, Toronto (Ont.)	1,200	2.8	2.8	12	2000-08-31
Saskatchewan Association of Health Organizations, health & social care professionals, province-wide (Sask.)	2,040	1.8	2.0	39	2001-03-31
Calgary Board of Education, office and clerical employees, Calgary (Alta.)	2,130	3.2	3.0	36	2001-12-31
Agreements with COLA (3 agreements)	**4,480**	**2.5**	**2.1**	**51.0**	
Agreements without COLA (11 agreements)	**26,210**	**2.2**	**1.9**	**46.7**	
All agreements (14 agreements)	**30,690**	**2.2**	**1.9**	**47.3**	

†The Hydro Quebec agreement contains an adjustment clause linking wages to increases negotiated by the Quebec Public Service whereby the Hydro Quebec wage structure will be adjusted by 0.5% per year over the next 3 years. In the last 2 years of the ontract, an additional 1% increase may apply on condition that savings are made in total payroll expenditures (i.e. workforce reduction). These adjustments are not included in the current November data.

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1996	1997	1998	1998		1999			Year to	1999		
				3	4	1	2	3	Date*	Sept	Oct	Nov
All Industries/Jurisdictions												
Average Annual Adjustment	0.9	1.5	1.6	1.4	1.7	1.5	2.4	2.3	2.2	2.8	3.4	2.2
Non-COLA	0.6	1.4	1.6	1.3	1.7	1.5	2.5	2.1	2.0	2.1	2.0	2.2
COLA	2.5	1.7	2.5	2.3	3.2	2.1	2.0	3.9	3.3	4.4	4.4	2.5
First Year Adjustment	0.7	1.2	1.4	0.9	1.8	1.2	2.1	1.8	1.8	2.5	2.9	1.9
Non-COLA	0.5	1.1	1.3	0.9	1.7	1.2	2.2	1.6	1.7	1.8	1.7	1.9
COLA	2.5	1.7	2.6	2.5	4.9	2.1	1.8	3.4	2.9	3.8	3.9	2.1
Industries												
Primary Industries	1.7	1.8	1.1	-	0.0	-	2.6	1.6	2.1	-	-	-
Manufacturing	2.8	2.3	1.4	1.1	1.9	1.6	2.2	3.3	3.2	3.8	4.3	2.9
Construction	0.1	1.6	2.4	2.0	2.4	2.5	5.3	1.4	2.0	-	-	-
Transp. & Communication	0.8	1.6	1.9	1.7	2.2	2.0	2.3	3.3	2.4	1.9	2.1	2.1
Trade-Finance	0.6	1.7	1.5	2.0	1.5	2.4	1.0	1.9	1.3	2.0	1.5	-
Services	0.6	1.0	1.3	1.1	1.0	0.9	2.3	2.4	1.8	2.1	1.9	2.5
Public Administration	0.4	1.4	1.8	1.4	2.2	1.7	3.1	2.2	2.2	2.3	2.1	-
Jurisdictions												
Newfoundland	2.0	1.7	1.3	-	-	1.5	1.6	2.2	1.6	-	-	-
Prince Edward Island	1.7	-	2.1	-	2.1	2.8	2.3	-	2.5	-	-	-
Nova Scotia	1.7	2.0	2.5	1.9	2.3	4.5	-	1.5	2.1	1.4	1.8	-
New Brunswick	1.7	1.0	1.5	2.3	1.7	-	1.6	3.6	2.4	3.2	-	-
Quebec	1.7	1.3	0.9	2.0	1.7	1.3	1.4	1.5	1.6	1.7	3.4	1.8
Ontario	0.9	1.1	1.6	2.0	0.8	1.4	1.6	3.0	2.0	3.2	3.9	2.6
Manitoba	0.2	1.1	1.4	0.3	1.2	1.5	2.8	2.2	2.5	1.8	2.0	2.7
Saskatchewan	1.1	0.9	1.8	1.4	2.0	2.6	1.7	3.5	2.2	-	-	1.8
Alberta	1.1	2.4	3.0	2.5	2.9	4.3	4.3	3.3	4.1	3.5	3.1	3.2
British Columbia	0.6	1.4	0.7	0.7	0.9	0.7	0.5	1.3	0.8	0.7	0.8	-
Multi-Province	2.3	3.0	1.7	1.7	-	1.8	3.7	-	2.9	-	-	-
Federal Jurisdiction	0.5	1.8	2.1	1.8	2.2	2.0	3.1	3.4	2.8	2.2	2.0	2.7
Public Sector	0.5	1.2	1.6	1.2	1.7	1.3	2.4	2.4	1.9	2.2	2.0	2.1
Private Sector	1.7	1.8	1.8	1.7	1.9	2.2	2.4	2.3	2.6	3.4	4.3	2.7
Consumer Price Index	1.6	1.6	0.9	0.9	1.1	0.8	1.6	2.2	1.6	2.6	2.3	2.2

*January to November data

Data for the current month are preliminary

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Bell Canada	Telephone Employees (Ind.)	1,285	Jan. 00
•Saskatchewan Wheat Pool	Grain Services Union	1,200	Jan. 00

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
Public Sector				
•Government of Canada	various unions	127,790	B/CO	Oct.98/Sept.99
•SRC (Radio-Canada)	STARF	1,160	CO/WS	March 99
•Canada Post	CUPW	47,900	TENT	July 97
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	WS	Dec. 98
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Nova Scotia	N.S. Teachers' Union	10,000	B	Oct. 99
•Government of Nova Scotia	CUPE	1,400	B	Oct. 99
•New Brunswick Power Corp.	IBEW	600	B	Sept. 99
•Government of Quebec	various unions	332,100	TENT	June 98
•Montreal Transit (STCUM)	CUPE, CNTU (Public Service Fed.)	6,420	B/CO	Jan. 00
•Toronto Transit Commission	ATU	7,700	ARB	March 99
•City of Toronto	CUPE (inside workers)	21,000	CO	various
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario hospitals	ONA	37,000	MED	March 98
•Ontario hospitals	OPSEU (technicians)	5,000	B	March 99
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	B	Dec. 99
•Government of Alberta	AUPE	21,290	B	Aug. 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	TENT	Oct. 98
Private Sector				
•Eastern Canada pulp and paper cos.	CEP	1,080	B	various 98
•NAV CANADA	ATSAC	800	CO	April 98
•Miracle Food Mart (A&P) (Ont.)	UFCW	3,600	MED	Nov. 99
•Purolator Courier	Teamsters	8,000	B	Dec. 99

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	Tent.	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•United Parcel Service	Teamsters	2,800	Feb. 00
•Alcan	CNTU (metal workers)	2,950	Jan. 00
•Laurentienne Bank	OPEIU	1,510	Dec. 99
•Ontario Provincial Police	OPPA	4,840	Dec. 99
•A & P Food Basics	UFCW	3,000	Jan. 00
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	Mar. 00
•Dupont Canada Inc.	Nylon Workers Union	1,100	Jan. 00
•Noranda (N.B.)	Steelworkers	810	Feb. 00

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

For more information contact:

Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or
E-mail: *wid-imt@hrdc-drhc.gc.ca*

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micromedia
a division of IHS Canada

20 Victoria Street
Toronto, Ontario M5C 2N8
Tel.: (416) 362-5211
Toll Free: 1-800-387-2689
Fax: (416) 362-6161
Email: info@micromedia.on.ca

Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information Directorate
1-800-567-6866
or (819) 997-3117

SETTLEMENTS BULLETIN

February 2000
Volume 11, Issue 2

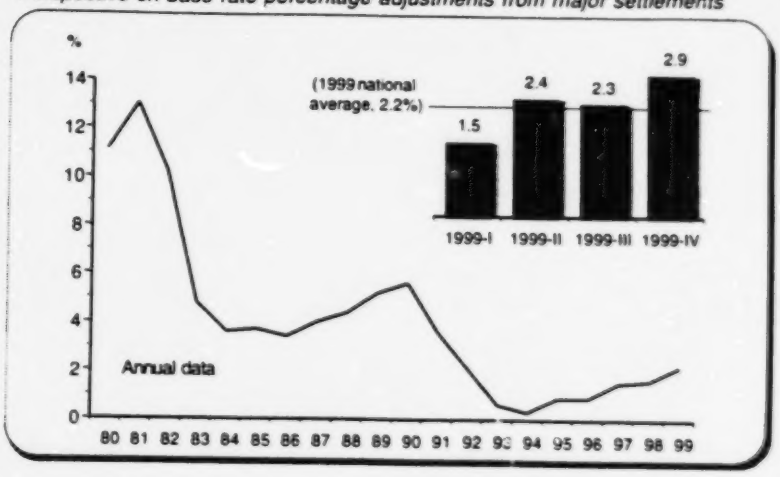
ANNUAL REVIEW - 1999

Major collective bargaining settlements reached in the year **1999** provided base-rate wage adjustments averaging **2.2 per cent** annually over the contract-term, an increase from the 1.6 per cent average for the year 1998.

The results for 1999 are based on a review of 354 settlements reached during the year, and cover 797,630 employees. This represents the lowest number of settlements reached in any year since the wage-settlements series commenced in 1978, and the second-lowest employee coverage (1997 record low of 695,390 employees in 381 agreements).

The average wage adjustment in 1999 was above the average in contracts they replaced. When the parties to these 1999 settlements last negotiated (with contract-duration averaging approximately 33 months) the resulting wage adjustments averaged 1.3 per cent, compared to the 2.2 per cent in their 1999 contracts.

Perspective on base rate percentage adjustments from major settlements

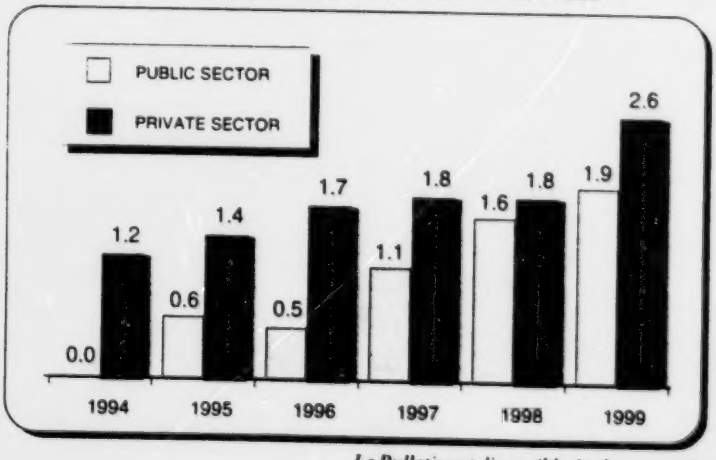


The below-average coverage since the mid-nineteen-nineties is partly explained by the increase in contracts of longer duration in this period. Contract-duration averaged 36.4 months in 1999, the longest in any year since the wage-settlements series commenced in 1978 (when the average was 18.9 months), and twice the 18.2 months average for contracts signed in 1991. While longer-duration contracts have occurred in both sectors since 1995, private-sector settlements have been of longer average duration than those in the public sector throughout the nineteen-nineties.

Long-duration contracts were particularly evident in 1999 in the Primary, Manufacturing, and Transportation, Communications and Utilities sectors, with average durations of 46.3, 40.5 and 41.4 months, respectively.

Since troughing in 1994 at an average of 0.3 per cent, the overall size of wage adjustments has trended upwards (though unsteadily); however, the 2.2 per cent gain in 1999 remains well below the

Base rate adjustments by public/private sector, in 1994-1999



In this issue:

Annual Review

December 1999 Data

Key Bargaining Situations in 2000

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Canada

annual peak of 5.6 per cent in 1990. Also, since 1994, only in 1998 and 1999, have average wage adjustments been above the year-over-year rise in the Consumer Price Index (CPI). For the year 1999, the CPI was 1.7 per cent, above its level in 1998, compared to the 2.2 per cent average wage adjustment from settlements reached in 1999.

Distribution of employees by size of wage adjustment

	1999			
Increase Range	# of agts.	% of agts.	# of empls.	% of empls.
less than 0%	2	0.6	2,100	0.3
0%	22	6.2	25,590	3.2
>0%-0.9%	32	9.0	101,970	12.8
1.0%-1.9%	105	29.7	279,110	35.0
2.0%-2.9%	113	31.9	190,230	23.8
3.0%-3.9%	45	12.7	87,580	11.0
4.0%-4.9%	24	6.8	89,200	11.2
5.0%-5.9%	3	0.8	1,850	0.2
6.0%-6.9%	5	1.4	16,100	2.0
7.0% and over	3	0.8	3,900	0.5
All levels	354	100.0	797,630	100.0

Public and Private Sectors

Since 1991, average annual wage adjustments in the private sector have been above those in the public sector; (also, private-sector wage adjustments have been generally larger than the rate of CPI increases since the mid nineteen-nineties). In 1999, wage adjustments averaged 1.9 per cent for 498,310 employees in 206 settlements in the public sector; in the private sector wage adjustments averaged 2.6 per cent for 299,320 employees in 148 settlements. In the public sector, this represents an increase from 1.6 per cent in 1998, and in the private sector an increase from 1.8 per cent.

The table following provides a short-term perspective on wage gains from major collective bargaining settlements in major sectors, in relation to increases in the Consumer Price Index (CPI); in three of the years since 1993 (1994, 1998 and 1999), wage gains have been above CPI increases.

Distribution by Size of Wage Adjustment

The decline in the incidence of wage freezes and wage cuts since 1993 continued into 1999. In 1999, 27,690 employees in 24 settlements (3.5 per cent of all employees in the year's 354 settlements) were subject to wage freezes and rollbacks, compared to 82,800 employees in 50 settlements (9.1 per cent of all employees in 396 settlements) in 1998. In contrast, 926,700 employees in 237 settlements reached in 1993 were subject to wage freezes and wage cuts, constituting 65.6 per cent of all employees in the 518 settlements reached in that year. Since that year, the declining incidence of wage freezes and wage rollbacks continued as follows: 1994 - 62.2 per cent of all employees; 1995 - 24.8 per cent; 1996 - 35.0 per cent; 1997 - 18.8 per cent; 1998 - 9.1 per cent and 1999 - 3.5 per cent.

In the earlier period (1993-1996), the public sector accounted for a proportionately larger number of employees with wage freezes and wage cuts. In 1997 and 1998, that pattern was reversed, but returned in 1999, with 21,040 employees (4.3 per cent of public-sector employees in 17 of the 206 public-sector settlements in the year), subject to wage freezes or cuts. In the private sector, 6,650 employees (2.3 per cent of employees in 7 of the 148 private-sector settlements reached in the year) were subject to wage freezes and rollbacks.

In addition to a lesser proportion of employees with wage freezes and rollbacks, the 1999 distribution of wage settlements shows a larger proportion of public-sector employees with wage increases at the lower end. Slightly over half (53.8 per cent or 268,340) of all public-sector employees received wage increases in the under 2.0 per cent range,

Wage Adjustments (%) and Increases in the CPI (%), 1993 to 1999

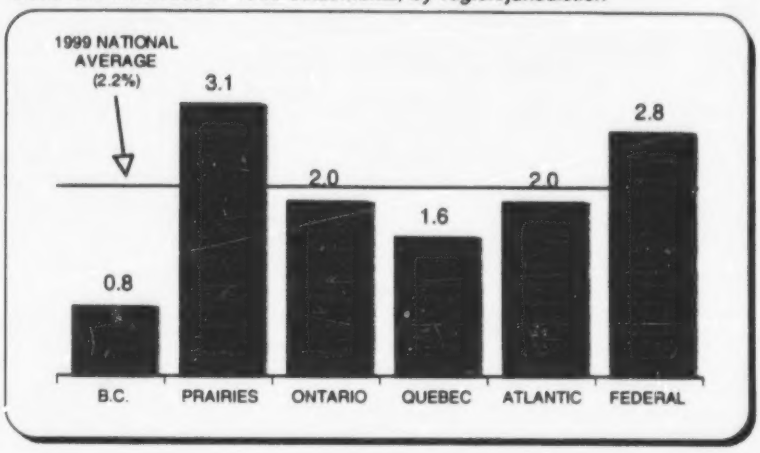
	1993	1994	1995	1996	1997	1998	1999
The CPI	1.8	0.2	2.2	1.6	1.6	0.9	1.7
Wage Adjustments							
All Industries	0.7	0.3	0.9	0.9	1.5	1.6	2.2
Public Sector	0.6	0.0	0.6	0.5	1.1	1.6	1.9
Private Sector	0.8	1.2	1.4	1.7	1.8	1.8	2.6
Manufacturing Sector	1.8	2.0	2.2	2.8	2.3	1.4	3.2

compared to slightly over one-third (37.6 per cent or 112,740 employees) in the private sector. For both sectors combined, 381,080 employees or 47.8 per cent of all employees received wage increases in the under 2.0 per cent range.

For 178,720 public-sector employees (35.9 per cent of all employees in that sector) in 1999 settlements, wage increases fell in the 2.0 to 3.9 per cent range, compared to 99,090 employees or 33.1 per cent of private-sector employees. For both sectors this represents 227,810 employees (34.8 per cent of all employees) in settlements reached in 1999.

At the upper end of the wage-gain scale, 80,840 private-sector employees or 26.9 per cent of private-sector employees received wage increases of 4.0 per cent or more in 1999, compared to 30,210 public-sector employees or 6.0 per cent of employees in the sector. Combined, 111,050 employees or 13.9 per cent of all employees received wage gains of 4.0 per cent or more in 1999.

Base rate increases in 1999 settlements, by region/jurisdiction



Wage Adjustments by Region/Jurisdiction

On a regional/jurisdictional basis, average wage adjustments were largest in the Prairie provinces with 143,290 employees receiving an average of 3.1 per cent: 122,180 public-sector employees at 2.9 per cent, and 21,110 in the private-sector at 3.9 per cent. Wage adjustments in the Prairie provinces were led by settlements in Alberta for 61,100 employees at an average of 4.0 per cent, comprising 47,990 public-sector employees at 3.8 per cent, and 13,110 private-sector employees at 5.1 per cent. The Alberta public sector included 18,350 health-care employees (mostly nurses), with wage increases of 4.9 per cent; 9,550 Alberta private-sector construction employees gained increases averaging 6.0 per cent. In Saskatchewan, wage adjustments averaged 2.2 per cent for 44,430 employees; the vast majority (40,030) were public-sector employees at an average of 2.3 per cent, while for 4,400 private-sector employees, wage adjustments averaged 0.9 per cent. For 37,760 employees in Manitoba, wage adjustments averaged 2.5 per cent; 34,160 public-sector employees received an average wage gain of 2.5 per cent, and 3,600 private-sector employees, 3.1 per cent.

Wage adjustments averaged 2.8 per cent for approximately 143,930 employees in the Federal jurisdiction in 1999. For approximately 53,200 Federal Government employees (under the *Public Service Staff Relations Act*), wage gains averaged 2.9 per cent, while approximately 90,700 employees under the *Canada Labour Code* received wage adjustments averaging 2.7 per cent.

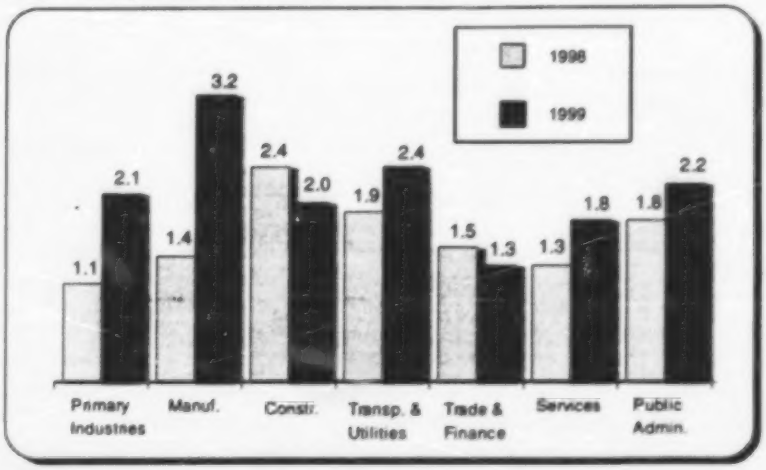
The largest concentration of employees in 1999's settlements was in Ontario, with 303,690 employees receiving wage adjustments averaging 2.0 per cent. For 203,210 public-sector employees, wage adjustments averaged 1.5 per cent, while in the private sector, 100,480 employees received an average of 3.2 per cent. Within the private sector in Ontario, 71,640 manufacturing-sector employees gained wage increases averaging 3.6 per cent including 43,440 employees of the "Big Three" auto manufacturers with average gains of 4.5 per cent.

Wage adjustments for 19,390 employees in Atlantic Canada in 1999 averaged 2.0 per cent, with 10,720 public-sector employees receiving an average of 1.8 per cent and 8,670 private-sector employees, an average of 2.2 per cent. They were led by Prince Edward Island's 2,180 employees with wage gains averaging 2.7 per cent, followed by 4,260 employees in New Brunswick at 2.4 per cent, 3,270 employees in Nova Scotia at 2.1 per cent, and Newfoundland with the largest concentration of employees in Atlantic Canada, 9,680 with an average adjustment of 1.6 per cent.

In Quebec, 113,670 employees received wage adjustments averaging 1.6 per cent in 1999. For 87,910 private-sector employees in the province, wage adjustments averaged 1.5 per cent, while 25,760 public-sector employees received an average 1.7 per cent.

The lowest average adjustment from settlements reached in 1999 was in British Columbia, where 71,460 employees received wage adjustments averaging 0.8 per cent. For 57,120 public-sector employees, wage adjustments averaged 0.6 per cent (including 36,100 health-care employees at 0.7 per cent), while in the private sector, 14,340 employees received wage adjustments averaging 1.4 per cent.

Base rate adjustments by industry - 1998-1999



Wage Adjustments by Industry

On an industry basis, the largest average wage adjustment in 1999 was in the Manufacturing sector, with 102,580 employees receiving an average gain of 3.2 per cent. The largest concentration of manufacturing employees was in Ontario, with 71,640 employees at 3.6 per cent (including the auto sector's 49,600 employees at 4.3 per cent).

In Transportation, Communications and other Utilities, wage adjustments in 1999 averaged 2.4 per cent for 127,800 employees, the vast majority (86,080) in the Federal jurisdiction with an average wage adjustment of 2.7 per cent.

For 143,920 employees in public administration, wage adjustments averaged 2.2 per cent. Of these, 75,130 were in Ontario with an average adjustment of 1.8 per cent, while 55,790 in the Federal jurisdiction received wage increases averaging 2.9 per cent.

In the Primary sector, a relatively few employees (6,710) received wage adjustments averaging 2.1 per cent in settlements reached in 1999.

Wage adjustments in the construction sector in 1999 averaged 2.0 per cent for 97,830 employees. For 68,910 of these employees in Quebec, the average gain was 1.3 per cent, while in Ontario, 16,770 employees received wage adjustments averaging 2.5 per cent.

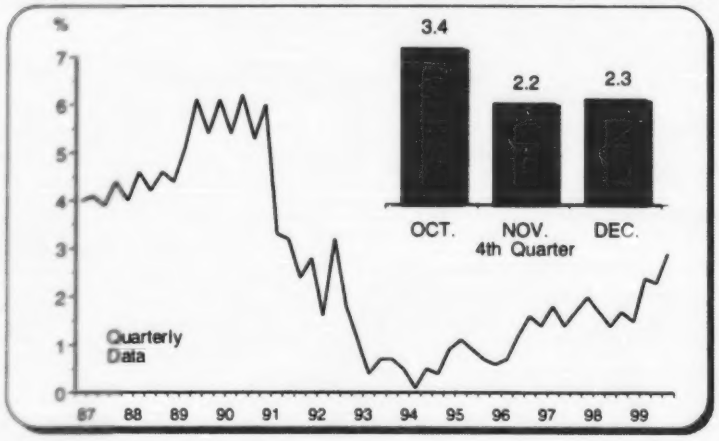
In the Community, Business and Personal Services sector, 301,330 employees (the largest concentration in an industry group) received wage adjustments averaging 1.8 per cent in 1999. In Ontario, 122,730 of these employees (the majority in the education sector) received wage adjustments averaging 1.3 per cent. In the Prairie provinces, 106,400 employees in the sector averaged a gain of 3.0 per cent, while in British Columbia, 53,710 employees received wage adjustments averaging 0.7 per cent from settlements reached in 1999.

In the Trade sector, 17,460 employees received wage adjustments averaging 1.3 per cent.

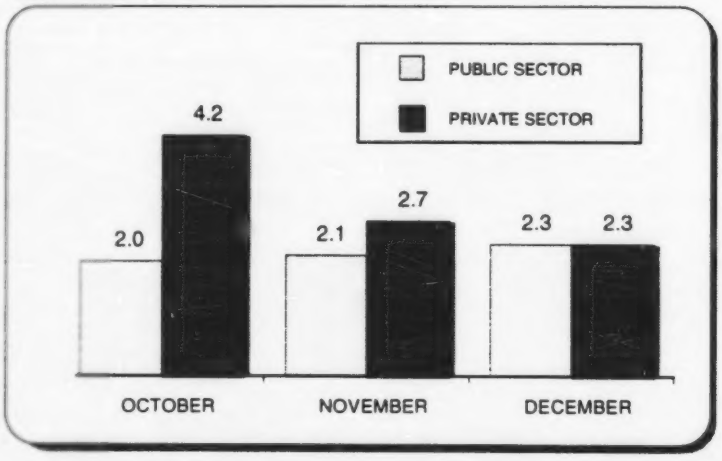
Base rate adjustments by industry - 1997-1999

Industry	1997		1998		1999	
	wage(%)	empls.	wage(%)	empls.	wage(%)	empls.
Primary Industries	1.8	10,564	1.1	1,790	2.1	6,710
Manufacturing	2.3	72,340	1.4	85,700	3.2	102,580
Construction	1.6	104,750	2.4	95,970	2.0	97,830
Transp./Comm./Utilities	1.6	127,120	1.9	84,390	2.4	127,800
Trade & Finance	1.7	74,850	1.5	25,750	1.3	17,460
Service Industries	1.0	232,870	1.3	375,460	1.8	301,330
Public Administration	1.3	72,895	1.8	247,800	2.2	143,920
All Industries	1.5	695,389	1.6	916,860	2.2	797,630

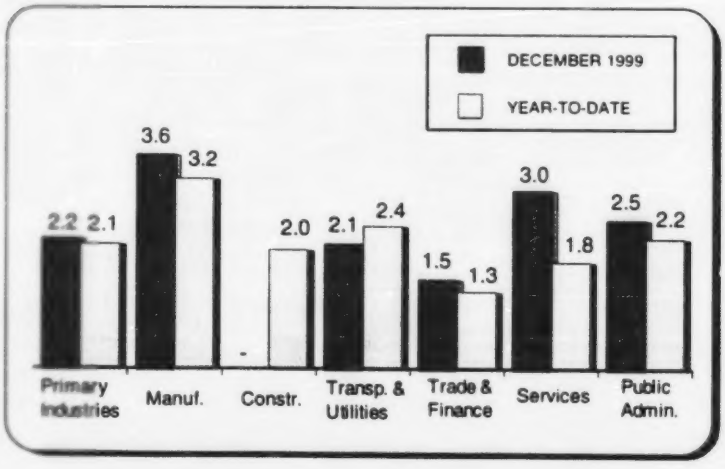
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments in major settlements, by industry



DECEMBER 1999

Base-rate wage increases from major collective bargaining settlements ratified in **December of 1999**, averaged **2.3 per cent** annually over the contract-term, up marginally from the 2.2 per cent average in November, but much lower than the 3.4 per cent figure in October.

The December results are based on a review of only 16 settlements reached in the period, with a low coverage of 19,590 employees. When the parties to these settlements previously negotiated (with contract durations averaging approximately 38 months), the resulting wage adjustments averaged 1.3 per cent, compared to the 2.3 per cent gain in their most recent settlements.

Public and private sector wage increases were identical in December. Wage adjustments for 9,280 employees in 6 **public-sector** settlements averaged 2.3 per cent, a slight increase from 2.1 per cent the previous month, and 2.0 per cent in October. In the **private sector**, 10 settlements reached in December provided wage adjustments averaging 2.3 per cent for 10,310 employees down from 2.7 per cent the previous month and 4.2 per cent in October (boosted by settlements in the auto-sector).

On an industry basis, the largest proportion of employees was in the **transportation, communications and utilities** sector with 8,000 employees in 7 agreements; wage increases averaged 2.1per cent. In **public administration,** 4 agreements provided 6,100 employees with wage increases averaging 2.5 per cent, and in **manufacturing** wage increases averaged 3.6 per cent (2 agreements covering 1,260 employees). There was a single agreement in each of the remaining industry divisions: wage increases averaged 3.0 per cent in the **services** sector (900 employees); 2.2 per cent in **primary industries** (1,050 employees) and 1.5 per cent in the **trade** sector (2,280 employees).

On a regional/jurisdictional basis, wage adjustments, and the distribution of settlements and employees in December were:

	Wages(%)	Agts	Empls
Atlantic provinces	3.0	1	900
Quebec	1.5	1	2,280
Ontario	2.7	5	6,320
Prairie provinces	2.6	4	3,510
Federal	2.0	5	6,580

MAJOR SETTLEMENTS REACHED IN DECEMBER

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Primary Industries (1 agreement)	**1,050**	**2.2**	**1.3**	**36**	.
INCO Limited, mine employees, Thompson (Man.)	1,050	2.2*	1.3	36	2002-09-15
Manufacturing (2 agreements)	**1,260**	**3.6**	**3.5**	**37.6**	.
Accuride Canada Inc., plant & maintenance empls., London (Ont.)	660	2.7	3.0	39	2003-03-13
Lear Corporation, plant & maintenance empls., Windsor (Ont.)	600	4.5*	3.9	36	2002-09-17
Transportation, Communication and Other Utilities (7 agreements)	**8,000**	**2.1**	**2.2**	**36.8**	.
ATCO Gas, plant & maintenance empl., Edmonton (Alta.)	800	3.0	3.0	36	2002-12-31
TransAlta Utilities Corporation, office and clerical empls., province-wide (Alta.)	620	2.2	0.0	36	2001-12-31
Saskatchewan Wheat Pool, grain elevator empls., (Ont., Man., Sask., B.C.)	1,150	2.5	2.8	36	2003-01-31
Bell Canada, sales personnel, (Que., Ont.)	1,300	1.4	2.5	48	2003-12-31
Eastern Canada Car Carriers, truck drivers, (Que., Ont.)	1,800	2.3*	2.4	36	2002-10-31
Greyhound Canada Transportation Corp., bus drivers, System-Wide (Ont., Man., Sask., Alta., B.C., Yukon)	1,480	2.0	2.0	36	2001-12-31
Agricore Cooperative Ltd., grain elevator empls., province-wide (Man., Alta., B.C.)	850	1.9	2.0	25	2001-12-31
Trade - Finance (1 agreement)	**2,280**	**1.5**	**1.5**	**12**	.
Société des alcools du Québec, office and clerical empls., province-wide (Que.)	2,280	1.5	1.5	12	1999-12-31
Community, Business & Personal Services (1 agreement)	**900**	**3.0**	**6.7**	**36**	.
Regional Health Authorities of Prince Edward Island, nurses, province-wide (P.E.I.)	900	3.0	6.7	36	2002-03-31
Public Administration (4 agreements)	**6,100**	**2.5**	**3.0**	**19.3**	.
City of Ottawa, firefighters, Ottawa (Ont.)	560	2.7	4.0	36	2001-12-31
City of Ottawa, inside & outside employees, Ottawa (Ont.)	1,400	2.5	2.5	12	2000-12-31
Regional Municipality of Ottawa-Carleton, inside & outside employees, Ottawa (Ont.)	3,100	2.3	3.0	18	2000-12-31
City of Calgary, firefighters, Calgary (Alta.)	1,040	3.0	3.0	24	1999-12-31
Agreements with COLA (3 agreements)	**3,450**	**2.7**	**2.3**	**36.0**	
Agreements without COLA (13 agreements)	**16,140**	**2.2**	**2.7**	**26.8**	
All agreements (16 agreements)	**19,590**	**2.3**	**2.6**	**28.4**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1997	1998	1999	1999				1999		
				1	2	3	4	Oct	Nov	Dec
All Industries/Jurisdictions										
Average Annual Adjustment	1.5	1.6	2.2	1.5	2.4	2.3	2.9	3.4	2.2	2.3
Non-COLA	1.4	1.6	2.0	1.5	2.5	2.1	2.1	2.0	2.2	2.2
COLA	1.7	2.5	3.2	2.0	2.0	3.9	4.1	4.4	2.5	2.7
First Year Increase	1.1	1.4	1.8	1.2	2.1	1.8	2.6	2.9	1.9	2.6
Non-COLA	1.0	1.3	1.7	1.2	2.2	1.6	2.0	1.7	1.9	2.7
COLA	1.7	2.6	2.8	2.0	1.8	3.4	3.5	3.8	2.1	2.3
Industries										
Primary Industries	1.8	1.1	2.1	-	2.6	1.6	2.2	-	-	2.2
Manufacturing	2.3	1.4	3.2	1.6	2.2	3.3	4.2	4.3	2.8	3.6
Construction	1.6	2.4	2.0	2.5	5.3	1.4	-	-	-	-
Transp. & Communication	1.6	1.9	2.4	2.0	2.3	3.3	2.1	2.1	2.1	2.1
Trade-Finance	1.7	1.5	1.3	2.4	1.0	1.9	1.5	1.5	-	1.5
Services	1.0	1.3	1.8	0.9	2.3	2.4	2.3	1.9	2.5	3.0
Public Administration	1.3	1.8	2.2	1.7	3.1	2.2	2.2	2.1	-	2.5
Jurisdictions										
Newfoundland	1.7	1.3	1.6	1.5	1.6	2.2	-	-	-	-
Prince Edward Island	-	2.1	2.7	2.8	2.3	-	3.0	-	-	3.0
Nova Scotia	2.0	2.5	2.1	4.5	-	1.5	1.8	1.8	-	-
New Brunswick	0.7	1.5	2.4	-	1.6	3.6	-	-	-	-
Quebec	1.3	1.0	1.6	1.3	1.4	1.5	2.1	3.4	1.8	1.5
Ontario	1.1	1.6	2.0	1.4	1.6	3.0	3.6	3.8	2.6	2.7
Manitoba	1.1	1.4	2.5	1.5	2.8	2.2	2.3	2.0	2.7	2.2
Saskatchewan	0.9	1.8	2.2	2.6	1.7	3.5	1.8	-	1.8	-
Alberta	2.4	3.0	4.0	4.3	4.3	3.3	3.0	3.1	3.2	2.8
British Columbia	1.3	0.7	0.8	0.7	0.5	1.3	0.8	0.8	-	-
Multi-Province	3.0	1.7	2.8	1.8	3.4	-	-	-	-	-
Federal Jurisdiction	1.8	2.1	2.8	2.0	3.1	3.4	2.2	2.0	2.7	2.0
Public Sector	1.1	1.6	1.9	1.3	2.4	2.4	2.1	2.0	2.1	2.3
Private Sector	1.8	1.8	2.6	2.2	2.4	2.3	3.7	4.2	2.7	2.3
Consumer Price Index	1.6	0.9	1.7	0.8	1.6	2.2	2.4	2.3	2.2	2.6

Data for the current month are preliminary.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•SRC (Radio-Canada)	STARF	1,160	Feb. 00
•Government of Nova Scotia	N.S. Teachers' Union	10,000	Jan. 00
•Alcan	SNEA (Alcan Empls. Union) & CNTU	2,950	Jan. 00
•Dupont	Kingston Ind. Nylon Workers Union	1,100	Jan. 00
•Algoma	Steelworkers	4,200	Jan. 00
•Ontario Hospitals	ONA	38,000	Feb. 00
•A&P Food Basics	UFCW	8,500	Jan. 00
•B.C. Rail	Canadian Union of Transportation Employees	550	Feb. 00

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
Public Sector				
•Government of Canada	various unions	137,860	B/CO/TENT.	Oct.98/Sept.99
•Canada Post	CUPW	47,900	TENT.	July 97
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B/WS	Dec. 98
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•New Brunswick Power Corp.	IBEW	600	B	Sept. 99
•Government of Quebec	various unions	332,100	TENT	June 98
•Montreal Transit (STCUM)	CUPE, CNTU (Public Service Fed.)	6,420	B/CO	Jan. 00
•Toronto Transit Commission	ATU	7,700	ARB	March 99
•City of Toronto	CUPE (inside workers)	21,000	CO	various
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario hospitals	OPSEU (technicians)	5,000	B	March 99
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	B	Dec. 99
•Government of Alberta	AUPE	21,290	B	Aug. 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	TENT	Oct. 98
Private Sector				
•Kruger (Que.)	CEP	550	CO	April 98
•NAV CANADA	ATSAC	800	CO	April 98
•Purolator Courier	Teamsters	8,000	B	Dec. 99
•Noranda (N.B.)	Steelworkers	810	B	Feb. 00
•United Parcel Service	Teamsters	2,800	B	Feb. 00

Status* :

ARB arbitration
B bargaining
B/WS bargaining after work stoppage
CO conciliation
MED mediation
M/WS mediation after work stoppage
PAB post-arbitration bargaining
PCB post-conciliation bargaining
PMB post-mediation bargaining
TENT. tentative agreement
WS work stoppage

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	Mar. 00
•Northern Telecom (Que.)	Communication Workers	1,300	Feb. 00
•Laurentienne Bank	OPEIU	1,510	Dec. 99
•Ontario Provincial Police	OPPA	4,840	Dec. 99
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	Mar. 00
•Lakehead Terminal Elevators Assn.	Transp., Communications Union	700	Jan. 00
•Government of Manitoba	M.G.E.U.	13,520	Mar. 00
•City of Winnipeg	ATU	1,200	Jan. 00
•Provincial Health Authorities of Alberta, Capital Health Authority & Caritas Health Group	various unions	17,160	Mar. 00
•Greater Vancouver Hotel Employers' Assn.	Hotel & Restaurant Empls.	2,000	Feb. 00

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

For more information contact:

Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or
E-mail: *wid-imt@hrdc-drhc.gc.ca*
Internet: *http://labour.hrdc-drhc.gc.ca*

KEY COLLECTIVE BARGAINING NEGOTIATIONS - 2000

(Expiries in 2000 and carry-overs from 1999)

Employer and province	No. of empls.	Expiry Month
NEWFOUNDLAND		
Fishery Products Intl. Ltd.	2,000	*
Memorial University of Newfoundland	1,570	*
PRINCE EDWARD ISLAND		
Government of Prince Edward Island		
Education Sector	630	*
Health Sector	1,430	*
NOVA SCOTIA		
Construction Management Bureau	3,200	*
Nova Scotia Liquor Commission	600	March
Government of Nova Scotia		
Provincial Administration	5,700	March
Provincial Administration	1,400	*
Health Sector	9,270	Oct.
NEW BRUNSWICK		
Noranda Mining & Exploration Inc.	815	Feb.
Moncton - NorthEast Construction Assn.	1,100	*
New Brunswick Power	1,520	*
Government of New Brunswick		
Provincial Administration	3,940	Aug/Dec.
Provincial Administration	2,270	*
Education Sector	7,600	August
Health Sector	6,820	June/Dec.
Health Sector	775	*
QUEBEC		
Sidbec-Dosco	1,400	Feb.
CS Brooks Canada Inc	1,520	Feb.
CAE Electronics Ltd.	750	June
Northern Telecom Canada Ltd.	1,300	Feb.
Prevost Car Inc.	1,000	June
Montreal Urban Community Transit Commission	6,420	Jan.
Government of Quebec		
Provincial Administration **	53,030	*
Education Sector - Universities	15,080	Jan.-Aug.
Education Sector **	111,960	*
Health Sector **	130,530	*
Municipal Administration	2,990	Dec.
Municipal Administration	6,540	*
ONTARIO		
Falconbridge Ltd.	1,430	July
INCO Ltd.	3,300	May
Bombardier de Havilland Inc.	3,790	June
Budd Canada Inc.	1,340	April
Lake Erie Steel Co. Ltd.	990	July
Enbridge Consumers' Gas Co. Ltd.	1,560	March
Entourage Technology Solutions Inc.	1,400	Sept.
Ontario Hydro Successors	19,570	March/Dec.
Retail Food Sector	21,800	Jan.-Oct.
Union Gas Ltd.	700	*
Toronto Transit Commission	7,600	*
Ontario Property Assessment	2,000	*
Government of Ontario		
Provincial Administration (provincial police)	4,800	*
Education Sector	123,480	June-Aug.
Education Sector	14,700	*
Health Sector	16,570	*
Municipal Administration	5,150	Dec.
Municipal Administration	27,470	*
MANITOBA		
Motor Coach Industries Ltd.	1,620	Sept.
City of Winnipeg (Transit)	1,200	Jan.
Manitoba Hydro	3,050	Mar./May
Manitoba Lotteries	1,030	Jan.
Garment Manufacturers Assn. of Western Canada	1,280	Dec.
Government of Manitoba		
Provincial Administration	13,520	March
Education Sector	4,940	June/Aug.
City of Winnipeg	1,400	Dec.
City of Winnipeg	6,380	*
SASKATCHEWAN		
Saskatchewan Institute of Applied Science and Technology	1,580	June
Sask Power	1,150	Dec.
Government of Saskatchewan		
Provincial Administration	10,950	Sept./Dec.
Education Sector	2,150	Dec.
Education Sector	12,000	*
Municipal Administration	2,480	Dec.

* Carried over from 1999

** Tentative agreements

*** Tentative agreements for certain neg. units

Employer and province	No. of empls.	Expiry Month
ALBERTA		
Cargill Ltd.	1,620	Dec.
Government of Alberta		
Provincial Administration	21,290	August
Education Sector	18,960	Mar.-Aug.
Education Sector	7,590	*
Health Sector	17,160	Mar./Apr.
City of Edmonton (police)	1,110	Jan.
Municipal Administration (Calgary)	2,000	Dec.
Municipal Administration (Cities of Calgary and Edmonton)	12,700	*
BRITISH COLUMBIA		
Forest Sector	21,250	June
Emergency Health Services Commission	3,270	March
Greater Vancouver Hotel Employer's Assn.	2,000	Feb.
Construction Labour Relations Association of British Columbia and Boilermaker Contractors' Association of British Columbia	13,000	*
Insurance Corporation of British Columbia	4,500	*
Government of British Columbia		
Education Sector	18,890	*
Municipal Administration	10,840	*
NORTHWEST TERRITORIES		
Government of Northwest Territories	2,400	March
YUKON TERRITORIES		
Government of Yukon**	2,340	*
NUNAVUT		
Government of Nunavut	600	*
MORE THAN ONE PROVINCE		
Pipe Line Contractors Association of Canada	5,100	April
Finning (Canada)	900	April
FEDERAL JURISDICTION		
Lakehead Terminal Elevators Assn. (Ont.)	700	Jan.
Air Canada (Pilots)	2,100	April
Cabano - Kingsway Transport Inc.	900	June
Canadian Broadcasting Corporation	590	June
Canadian Broadcasting Corporation	1,740	*
NAV CANADA	1,900	June/Aug.
United Parcel Service Canada Ltd.	2,930	Feb.
Telus Communications Inc.	6,080	Dec.
BC Tel	10,300	Dec.
Canadian Airlines International Ltd.	11,510	Dec.
CN, CP & Via Rail	26,200	Dec.
Federal Administration	27,750	Mar.-June
Federal Administration***	138,580	*
Maritime Employers Assn. (Montreal)	750	*
Hudson Bay Mining and Smelting (Man.)	750	
Laurentian Branch of Canada and Laurentian Trust of Canada	1,590	*
Purolator Courier Ltd.	8,000	*

* Carried over from 1999
** Tentative agreements
*** Tentative agreements for certain neg. units

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micromedia
a division of IHS Canada

20 Victoria Street
Toronto, Ontario M5C 2N8
Tel.: (416) 362-5211
Toll Free: 1-800-387-2689
Fax: (416) 362-6161
Email: info@micromedia.on.ca

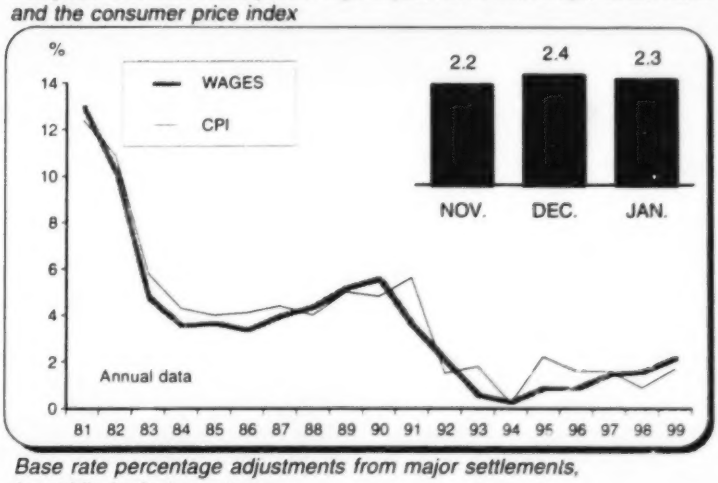
Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information Directorate
1-800-567-6866
or (819) 997-3117

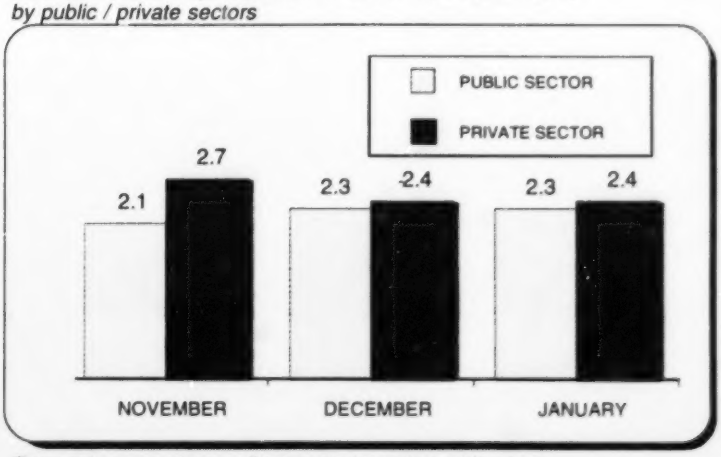
SETTLEMENTS BULLETIN

March 2000
Volume 11, Issue 3

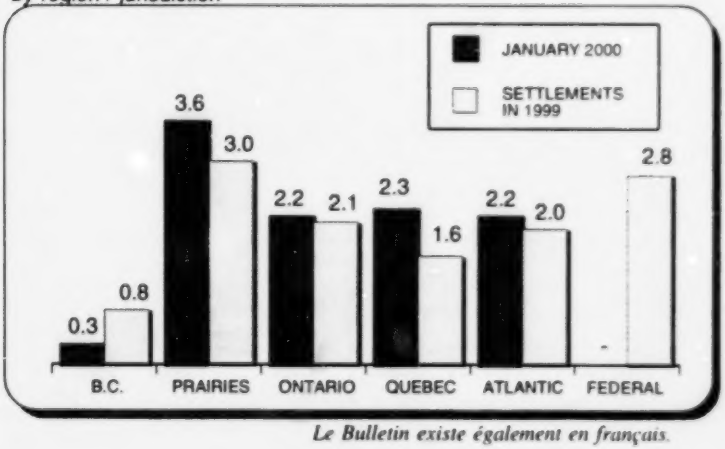
Perspective on base rate percentage adjustments from major settlements and the consumer price index



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments in major settlements, by region / jurisdiction



Le Bulletin existe également en français.

January 2000

Base rate wage increases from major collective bargaining settlements reached in **January 2000** averaged **2.3 per cent**, down fractionally from 2.4 per cent in December 1999 and close to the 2.2 per cent average for the year 1999.

The January results are based on a review of 26 settlements covering 123,290 employees. Four of these settlements covering 77,350 teachers in Quebec provided increases averaging 2.2 per cent. These 4 education sector agreements accounted for approximately 63% of all employees covered in January settlements.

When the parties to the January 2000 settlements previously negotiated (with contract durations averaging 28.7 months), the resulting wage adjustments averaged 1.3 per cent, compared to the 2.3 per cent in their current round of settlements.

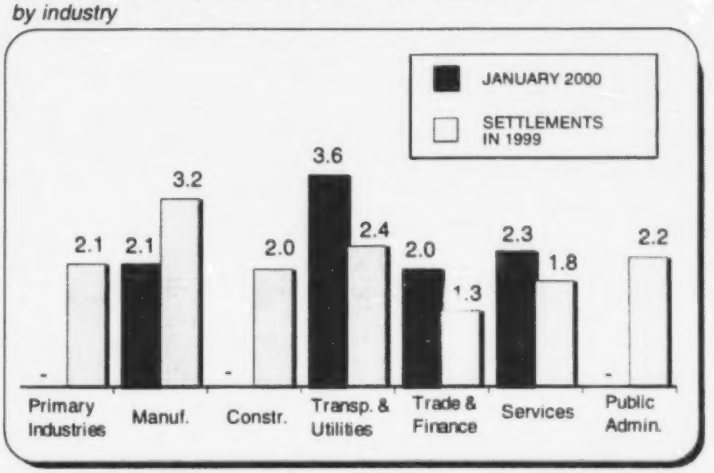
Public-sector wage increases averaged **2.3 per cent** in January 2000, the same as in the previous month, and higher than the annual average of 1.9 per cent in 1999. There were 14 public-sector settlements reached in January, with a coverage of 99,040 employees. In addition to the Quebec education sector settlements mentioned above, 10,000 teachers settled with the Government of Nova Scotia for wage increases averaging 1.8 per cent. **Private-sector** wage increases for 24,250 employees in 12 January settlements averaged **2.4 per cent**, the same as the previous month's figure, but down slightly from the the private-sector average of 2.6 per cent for the previous year.

On a **regional/jurisdictional** basis, the vast majority of employees covered in January's settlements were in Quebec with 87,400 employees covered under 9 agreements; wage rate increases in this jurisdiction were equal to the national average of 2.3 per cent. In the Prairies, 3 agreements provided 2,320 employees with increases of 3.6 per cent. In other regions, wage gains were below the national average. In ascending order they were: British Columbia at 0.3 per cent; the Atlantic Provinces at 2.2 per cent and Ontario at 2.2 per cent. There were no major settlements in the Federal jurisdiction.

Canada

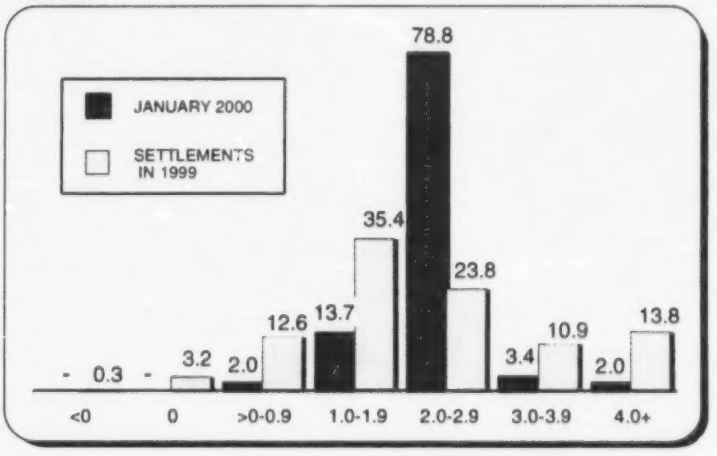
On an industry basis, the largest increase was in the **transportation, communications and utilities** sector; however, that figure was generated by a single agreement between the Government of Quebec and 3,500 ambulance drivers, providing wage increases of **3.6 per cent**. The majority of agreements and the largest proportion of employees were in the **services** sector; 15 settlements provided 99,930 employees with wage increases averaging **2.3 per cent**. In the **manufacturing** sector, 9 agreements provided 11,300 employees with wage increases of **2.1 per cent**. In the **trade** sector, a single agreement provided 8,500 employees with wage gains of **2.0 per cent**. There were no major settlements in **primary industries, construction, or public administration**.

Base rate percentage adjustments in major settlements, by industry



There were no settlements with a wage cut or freeze ratified in the month of January. The majority of workers (78.8% of employees) received wage increases in the 2.0 to 2.9 per cent range (including the Quebec education sector settlements). Another 15.7% of employees received increases below the 2.0 per cent level and 5.4 per cent of employees received increases above 2.9 per cent. Wage increases in January's settlements ranged from a low of 0.3 per cent for 2,470 support staff with B.C. School Board Dist. #36, to 9.1 per cent for 900 occasional teachers with the Ottawa-Carleton District School Board.

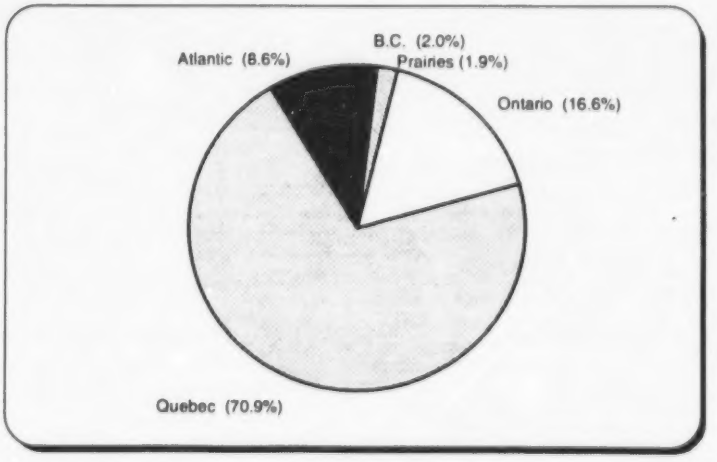
Percentage distribution of employees in major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Atlantic provinces	2	10,600
Quebec	9	87,400
Ontario	11	20,500
Prairie provinces	3	2,320
British Columbia	1	2,470
Federal	-	-

Percentage distribution of employees in major settlements, by region/jurisdiction



MAJOR SETTLEMENTS REACHED IN JANUARY

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (9 agreements)	**11,300**	**2.1**	**1.8**	**27.6**	.
Alcan Smelters and Chemicals Ltd., hourly rated employees, Jonquiere (Que.)	2,450	2.5	2.5	12	2000-12-31
Alcan Smelters and Chemicals Ltd., hourly rated employees, Shawinigan (Que.)	500	2.5	2.5	12	2000-12-31
Sidbec-Dosco (ISPAT) inc., production, Contrecoeur (Que.)	1,400	2.9*	2.7	36	2003-01-31
Algoma Steel Inc., administrative services employees, Sault Ste. Marie (Ont.)	700	1.2*	0.7	30	2002-07-31
Algoma Steel Inc., production, Sault Ste. Marie (Ont.)	3,520	1.4*	0.8	30	2002-07-31
DuPont Canada Inc., plant & maintenance empl., Kingston (Ont.)	1,100	2.7	2.8	24	2002-01-27
Kaufman Footwear (Division of William H. Kaufman Inc.), plant & maintenance empl., Waterloo (Ont.)	530	1.9	0.0	48	2004-01-10
Northern Sawmills Inc., plant & maintenance empl., Thunder Bay (Ont.)	550	2.4	2.5	51	2003-08-31
Walker Exhausts (Division of Tenneco Canada Inc.), plant & maintenance empl., Cambridge (Ont.)	550	2.8	2.9	36	2003-02-06
Transportation, Communication and Other Utilities (1 agreement)	**3,500**	**3.6**	**7.5**	**48**	.
Government of Quebec, ambulance technicians, province-wide (Que.)	3,500	3.6	7.5	48	2002-06-30
Trade (1 agreement)	**8,500**	**2.0**	**0.0**	**44**	.
Great Atlantic & Pacific Company of Canada Limited, retail employees, province-wide (Ont.)	8,500	2.0	0.0	44	2003-09-20
Community, Business & Personal Services (15 agreements)	**99,990**	**2.3**	**1.6**	**44.2**	.
Emergency Medical Care Inc., para-medical professional employees, province-wide (N.S.)	600	9.0	0.0	36	2002-03-31
Government of Nova Scotia, elementary and secondary teachers, province-wide (N.S.)	10,000	1.8	2.1	26	2001-12-31
Employers Bargaining Committee for Catholic School Boards, elementary and secondary teachers, province-wide (Que.)	61,230	2.2	1.5	48	2002-06-30
Employers Bargaining Committee for Catholic School Boards, elementary and secondary teachers, province-wide (Que.)	2,200	2.2	1.5	48	2002-06-30
Employers Bargaining Committee for Colleges, post-secondary, non university teachers, province-wide (Que.)	7,730	2.2	1.5	48	2002-06-30
Employers Bargaining Committee for Protestant School Boards, elementary and secondary teachers, province-wide (Que.)	6,190	2.2	1.5	48	2002-06-30
University of Montreal, office and clerical employees, Montreal (Que.)	2,200	2.2	1.5	48	2002-11-30
McMaster University, teaching assistants, Hamilton (Ont.)	1,400	2.2	3.3	36	2002-08-31
Ottawa-Carleton District School Board, occasional teachers, Nepean (Ont.)	900	9.1	0.0	24	2000-08-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN JANUARY (continued)

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
University of Toronto, casual employees, Toronto (Ont.)	2,200	1.7	2.5	36	2002-06-30
University of Toronto, service & maintenance empl., Toronto (Ont.)	550	2.6	3.3	36	2002-06-30
Seven Oaks School Division No.10, elementary and secondary teachers, Seven Oaks (Man.)	640	2.0	2.0	24	2000-06-30
Calgary Laboratory Services (CLS), health service empls., Calgary (Alta.)	950	4.8	6.1	24	2001-12-31
Northern Alberta Institute of Technology, instructors/tutors/lecturers, Edmonton (Alta.)	730	3.3	3.4	24	2001-06-30
Board of School Trustees of School District #36, office and clerical employees, Surrey (B.C.)	2,470	0.3	0.0	36	2001-12-31
Agreements with COLA (3 agreements)	**5,620**	**1.7**	**1.3**	**31.5**	
Agreements without COLA (23 agreements)	**117,670**	**2.3**	**1.7**	**43.3**	
All agreements (26 agreements)	**123,290**	**2.3**	**1.7**	**42.7**	

* *Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

***Note**: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.*

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1997	1998	1999	1999				1999		2000
				1	2	3	4	Nov	Dec	Jan
All Industries/Jurisdictions										
Average Annual Adjustment	1.5	1.7	2.2	1.5	2.4	2.3	2.9	2.2	2.4	2.3
Non-COLA	1.4	1.6	2.0	1.5	2.5	2.1	2.1	2.2	2.3	2.3
COLA	1.8	2.6	3.3	2.0	2.0	3.9	4.2	2.5	2.7	1.7
First Year Increase	1.1	1.4	1.8	1.2	2.1	1.8	2.7	1.9	2.6	1.7
Non-COLA	1.0	1.3	1.7	1.2	2.2	1.6	2.0	1.9	2.7	1.7
COLA	1.7	2.7	3.0	2.2	1.8	3.6	3.8	2.1	2.4	1.3
Industries										
Primary Industries	1.8	1.1	2.1	-	2.6	1.6	2.2	-	2.2	-
Manufacturing	2.3	1.4	3.2	1.6	2.1	3.3	4.3	2.8	3.6	2.1
Construction	1.6	2.4	2.0	2.5	5.3	1.4	-	-	-	-
Transp. & Communication	1.6	1.9	2.4	2.0	2.3	3.3	2.1	2.1	2.1	3.6
Trade-Finance	1.7	1.5	1.3	2.4	1.0	1.9	1.5	-	1.5	2.0
Services	1.0	1.4	1.8	0.9	2.3	2.5	2.3	2.5	3.2	2.3
Public Administration	1.3	1.8	2.2	1.7	3.1	2.2	2.2	-	2.5	-
Jurisdictions										
Newfoundland	1.7	1.3	1.6	1.5	1.6	2.2	-	-	-	-
Prince Edward Island	-	2.1	2.7	2.8	2.3	-	3.0	-	3.0	-
Nova Scotia	2.0	2.9	2.1	4.5	-	1.5	1.8	-	-	2.2
New Brunswick	0.7	1.5	2.4	-	1.6	3.6	-	-	-	-
Quebec	1.3	1.0	1.6	1.4	1.5	1.5	2.1	1.8	1.5	2.3
Ontario	1.1	1.6	2.1	1.4	1.6	3.1	3.7	2.6	2.7	2.2
Manitoba	1.1	1.4	2.5	1.5	2.8	2.1	2.3	2.7	2.2	2.0
Saskatchewan	0.9	1.8	2.2	2.6	1.7	3.5	1.8	1.8	-	-
Alberta	2.4	3.0	4.0	4.3	4.2	3.3	3.0	3.2	2.8	4.2
British Columbia	1.3	0.7	0.8	0.7	0.6	1.3	0.8	-	-	0.3
Multi-Province	3.0	1.7	2.8	1.8	3.4	-	-	-	-	-
Federal Jurisdiction	1.8	2.1	2.8	2.0	3.1	3.4	2.2	2.7	2.0	-
Public Sector	1.1	1.6	1.9	1.3	2.4	2.4	2.1	2.1	2.3	2.3
Private Sector	1.8	1.8	2.6	2.2	2.4	2.3	3.7	2.7	2.4	2.4
Consumer Price Index	1.6	0.9	1.7	0.8	1.6	2.2	2.4	2.2	2.6	2.3

Data for the current month are preliminary.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Canada Post	CUPW	45,000	Feb. 00
•Government of Canada	various unions	6,120	Feb./Mar. 00
•Government of Quebec	various unions	184,850	Jan./Feb.00
•Montreal Transit (STCUM)	CUPE	3,760	Mar. 00
•Toronto Transit Commission	ATU	7,800	Feb. 00

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
Public Sector				
•Government of Canada	various unions	131,740	B/TENT	Oct.98/Sept.99
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B/WS	Dec. 98
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•New Brunswick Power Corp.	IBEW	600	B	Sept. 99
•Government of Quebec	various unions	89,580	B/PMB/TENT	June 98
•Montreal Transit (STCUM)	CUPE, CNTU (Public Service Fed.)	2,660	B	Jan. 00
•City of Toronto	CUPE (inside workers)	21,000	CO	various
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario hospitals	OPSEU (technicians)	5,000	TENT	March 99
•Ontario Provincial Police	OPPA	4,840	B	Dec. 99
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	B	Mar. 00
•Government of Manitoba	M.G.E.U.	13,520	B	Mar. 00
•City of Winnipeg	CUPE	5,100	B	Dec. 99
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	CO	Dec. 99
•Government of Alberta	AUPE	21,290	TENT	Aug. 99
•Provincial Health Authorities of Alberta	various unions	17,160	B	Mar. 00
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	PMB	Oct. 98
Private Sector				
•Kruger (Que.)	CEP	550	CO	April 98
•NAV CANADA	ATSAC	800	TENT	April 98
•Purolator Courier	Teamsters	8,000	B	Dec. 99
•Noranda (N.B.)	Steelworkers	810	B	Feb. 00
•United Parcel Service	Teamsters	2,800	B	Feb. 00
•Lakehead Terminal Elevators Assn.	Steelworkers	700	B	Jan. 00
•Greater Vancouver Hotel Empls' Assn.	Hotel & Restaurant Empls.	2,060	B	Feb. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	Mar. 00
•Government of N.W.T.	PSAC	4,000	Mar. 00
•Air Canada	Pilots	2 100	Apr. 00
•Nortel (Que.)	Communication Workers	1,300	Feb. 00
•Laurentienne Bank	OPEIU	1,510	Dec. 99
•Budd Canada Inc.	CAW	1,340	Apr. 00
•Pipe Line Contractors' Association	various unions	5,100	Apr. 00
•Finning (B.C. & Y.T.)	Machinists	900	Apr. 00

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

For more information contact:

Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or
E-mail: *wid-imt@hrdc-drhc.gc.ca*

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micromedia
a division of IHS Canada

20 Victoria Street
Toronto, Ontario M5C 2N8
Tel.: (416) 362-5211
Toll Free: 1-800-387-2689
Fax: (416) 362-6161
Email: info@micromedia.on.ca

Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information Directorate
1-800-567-6866
or (819) 997-3117

...ENTS BULLETIN

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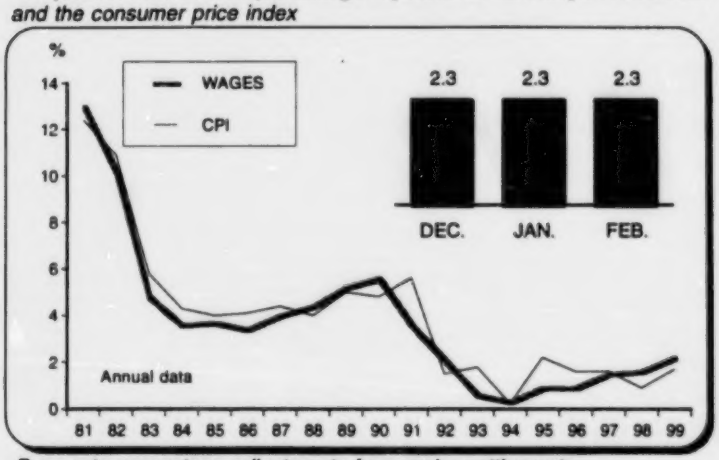
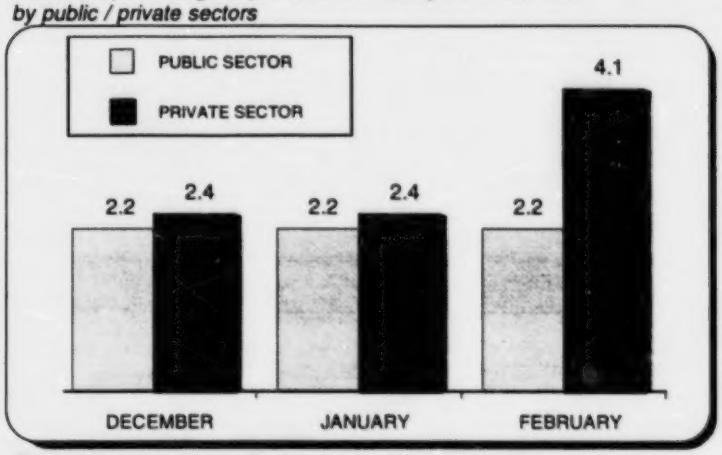
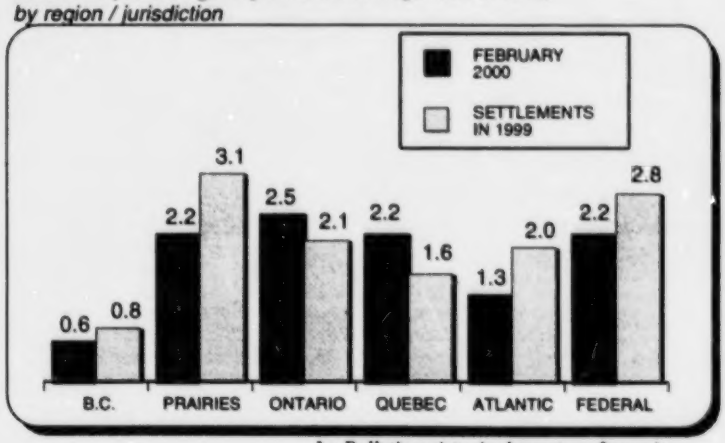


Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments in major settlements, by region / jurisdiction



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February 2000

Base rate wage increases from major collective bargaining settlements reached in **February, 2000** averaged **2.3 per cent**, similar to the January, 2000 and December, 1999 figures and up fractionally from the 2.2 per cent average for the year 1999.

The February results are based on a review of 64 settlements covering 249,660 employees. Forty-one Quebec public-sector settlements provided 133,030 employees with increases averaging 2.2 per cent. These 41 settlements accounted for approximately 53% of all employees covered in February's agreements. Other major settlements included the Canada Post agreement (45,000 employees) and the Ontario nurses agreement (38,000 employees) all providing for wage gains averaging 2.2 per cent.

When the parties to the February 2000 settlements previously negotiated (with contract durations averaging 33.6 months), the resulting wage adjustments averaged 0.9 per cent, compared to the 2.3 per cent in their current round of settlements.

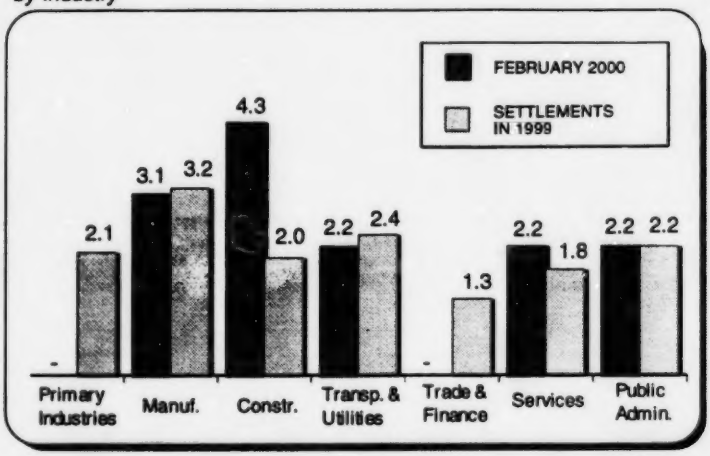
Public-sector wage increases averaged **2.2 per cent** in February, 2000, the same as in the previous two months, but slightly higher than the annual average of 1.9 per cent in 1999. There were 59 public-sector settlements reached in February, with a considerable coverage of 242,310 employees. In contrast, there were only 5 **private-sector** settlements with a very low coverage of 7,350 employees. Wage increases in these settlements averaged **4.1 per cent**, much higher than those in previous periods; the overall private sector figure is mostly determined by a single Ontario construction agreement (the employee-unweighted mean wage increase for these 5 settlements is 2.7 per cent).

On a **regional/jurisdictional** basis, the majority of employees (53%) covered in February's settlements were in Quebec; wage rate increases in this jurisdiction averaged 2.2 per cent. In Ontario (24% of all employees) wage gains averaged 2.5 per cent, the only jurisdiction above the national average of 2.3 per cent. In other regions, wage gains in ascending order were: British Columbia at 0.6 per cent; the Atlantic Provinces at 1.3 per cent, the Prairie Provinces and the Federal jurisdiction both at 2.2 per cent.

Canada

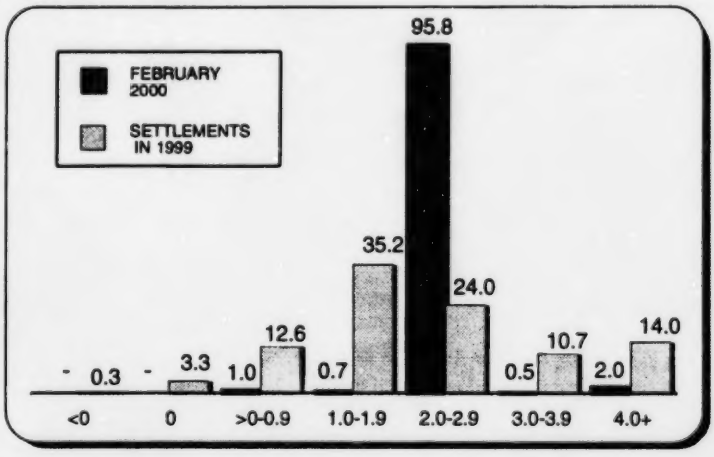
On an industry basis, the largest proportion of employees was in the **services** sector; 50 agreements provided 171,890 employees with wage gains averaging **2.2 per cent**. This sector includes all the Quebec public sector settlements. In the **transportation, communications and utilities** sector, 4 settlements provided 54,510 employees with wage increases averaging **2.2 per cent** and in **public administration**, 5 agreements provided 15,910 employees with wage increases of **2.2 per cent**. In the **construction** sector, 3 agreements provided 6,200 employees with wage gains of **4.3 per cent**. In **manufacturing**, only 2 agreements provided 1,150 employees with wage gains averaging **3.1 per cent**. There were no major settlements in **primary industries**, or **trade-finance**.

Base rate percentage adjustments in major settlements, by industry



There were no settlements with a wage cut or freeze ratified in the month of February. The overwhelming majority of workers (95.8% of employees) received wage increases in the 2.0 to 2.9 per cent range (including the Quebec public-sector settlements). Approximately 1.7% of employees received increases below the 2.0 per cent level and 2.5 per cent of employees received increases above 2.9 per cent. Wage increases in February's settlements ranged from a low of 0.4 per cent for 600 commercial construction employees with the Moncton-Northeast Construction Assn., to 5.0 per cent for 5,000 employees with the Ontario Sheet Metal and Air Handling Group, also within the Construction sector.

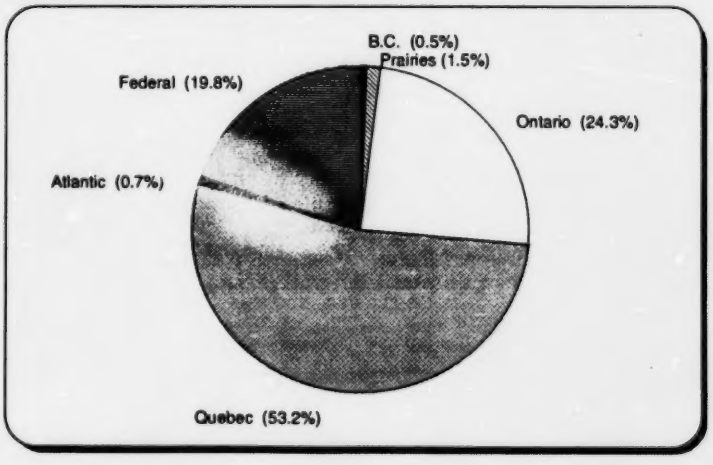
Percentage distribution of employees in major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Atlantic provinces	3	1,830
Quebec	41	133,030
Ontario	10	60,620
Prairie provinces	4	3,670
British Columbia	2	1,150
Federal	4	49,360

Percentage distribution of employees in major settlements, by region/jurisdiction



MAJOR SETTLEMENTS REACHED IN FEBRUARY

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (2 agreements)	**1,150**	**3.1**	**3.1**	**41.2**	.
Hershey Canada Inc., plant & maintenance empl., Smiths Falls (Ont.)	500	2.9	2.8	48	2004-01-31
Ontario Store Fixtures, Wood Division, plant & maintenance empl., Toronto (Ont.)	650	3.2	3.4	36	2002-12-07
Construction (3 agreements)	**6,200**	**4.3**	**4.0**	**19**	.
Moncton-Northeast Construction Association Inc., labourers (commercial), Moncton & area (N.B.)	600	0.4	0.0	48	2002-06-29
Moncton-Northeast Construction Association Inc., labourers (industrial), Moncton & area (N.B.)	600	2.0	0.0	48	2002-06-29
Ontario Sheet Metal and Air Handling Group, sheet metal workers, province-wide (Ont.)	5,000	5.0	5.0	12	2001-04-30
Transportation, Communication and Other Utilities (4 agreements)	**54,510**	**2.2**	**2.4**	**31.3**	.
Toronto Transit Commission, bus drivers, Toronto (Ont.)	7,800	2.6	2.0	36	2002-03-31
BC Rail Ltd., operating employees, province-wide (B.C.)	550	0.7	0.0	36	2000-12-31
Canada Post Corporation, mail carriers, Canada-wide	45,000	2.2*	2.5	30	2003-01-31
Canadian Broadcasting Corporation, technical employees, (N.B. & Que.)	1,160	1.9	3.7	47	2003-03-31
Community, Business & Personal Services (50 agreements)	**171,890**	**2.2**	**1.7**	**43.5**	.
Management Negotiating Committee for French Language School, Boards, scientific & other professionals, province-wide (Que.)	3,640	2.2	1.5	48	2002-06-30
Management Negotiating Committee for French Language School, Boards, support employees, province-wide (Que.)(4 agts.)	15,810	2.2	1.5	48	2002-06-30
Comité patronal de négociation des collèges,, post-secondary, non university teachers, province-wide (Que.)	1,170	2.2	1.5	48	2002-06-30
Comité patronal de négociation des collèges, post-secondary, non university teachers, province-wide (Que.)	3,190	2.2	1.5	48	2002-06-30
Comité patronal de négociation des collèges, support employees, province-wide (Que.)	3,100	2.2	1.5	48	2002-06-30
Management Negotiating Committee for English Language School Boards, support employees, province-wide (Que.)	800	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, office and clerical employees, province-wide (Que.)(20 agts.)	72 390	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, non-medical employees, province-wide (Que.)	890	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, health & social care professionals, province-wide (Que.)	930	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, health & social care professionals, province-wide (Que.)	10,740	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, health & social care professionals, province-wide (Que.)	990	2.3	1.5	48	2002-06-30

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN FEBRUARY (continued)

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Comité patronal de négociation secteur santé et services sociaux, health service-non-professionals, province-wide (Que.)	640	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, health service-non-professionals, province-wide (Que.)	1,230	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, non-medical employees, province-wide (Que.)	3,050	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide (Que.)	740	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide (Que.)	930	2.2	1.5	48	2002-06-30
University of Sherbrooke, support employees, Sherbrooke (Que.)	710	2.0	1.5	55	2002-12-31
Dufferin-Peel Catholic District School Board, secondary teachers, Mississauga (Ont.)	1,630	2.0	2.0	12	2001-08-31
Dufferin-Peel Catholic District School Board, elementary teachers, Mississauga (Ont.)	2,780	2.0	2.0	12	2001-08-31
Dufferin-Peel Catholic District School Board, occasional teachers, Dufferin County (Ont.)	560	2.0	2.0	12	2000-12-31
London Health Sciences Centre, health service-non-professionals, London (Ont.)	700	0.9	0.0	54	2001-10-10
Ontario Hospital Association, nurses, province-wide (Ont.)	38,000	2.2	2.0	36	2001-03-31
University of Toronto, instructors/tutors/lecturers, Toronto (Ont.)	3,000	2.4	2.8	24	2001-08-31
River East School Division No. 9, elementary and secondary teachers, East Kildonan (Man.)	860	2.1	2.5	30	2000-06-30
Extendicare(Canada) Inc., health service non-professionals, Regina, Moose Jaw & Saskatoon (Sask.)	580	2.0	2.0	39	2001-03-31
Governors of the University of Calgary, instructors/tutors/lecturers, Calgary (Alta.)	1,720	2.0	4.0	24	2001-06-30
Northern Alberta Institute of Technology, tech., service & maint. employees, Edmonton (Alta.)	510	3.3	3.4	24	2001-07-21
University of Victoria, office and clerical employees, Victoria (B.C.)	600	0.6	0.0	36	2002-03-31
Public Administration (5 agreements)	**15,910**	**2.2**	**1.6**	**44.7**	.
Government of New Brunswick, institutional care & maintenance empls., province-wide (N.B.)	630	1.5	1.5	36	2002-12-15
Government of Quebec, lawyers & notaries, province-wide (Que.)	660	2.0	1.0	66	2002-06-30
Government of Quebec, scientific & other professionals, province-wide (Que.)	11,420	2.3	1.5	48	2002-06-30
Government of Canada, translators, Canada-wide	790	2.0	2.0	12	2000-04-18
Government of the Yukon Territory, all categories, Whitehorse (Y.T.)	2,410	2.5	2.2	36	2002-12-31
Agreements with COLA (1 agreement)	**45,000**	**2.2**	**2.5**	**30.0**	
Agreements without COLA (63 agreements)	**204,660**	**2.3**	**1.8**	**42.5**	
All agreements (64 agreements)	**249,660**	**2.3**	**1.9**	**40.3**	

**Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*
***Note**: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.*

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	1997	1998	1999	1999				Year to	1999	2000	
				1	2	3	4	Date	Dec	Jan	Feb
All Industries/Jurisdictions											
Average Annual Adjustment	1.5	1.7	2.2	1.5	2.4	2.4	2.9	2.3	2.3	2.3	2.3
Non-COLA	1.4	1.6	2.0	1.5	2.5	2.1	2.1	2.3	2.2	2.3	2.3
COLA	1.8	2.6	3.3	2.0	2.0	3.9	4.2	2.2	2.7	1.8	2.2
First Year Increase	1.1	1.4	1.8	1.2	2.1	1.9	2.6	1.8	2.6	1.7	1.9
Non-COLA	1.0	1.3	1.7	1.2	2.2	1.7	2.0	1.8	2.6	1.7	1.8
COLA	1.7	2.7	2.9	2.2	1.8	3.5	3.6	2.4	2.3	1.5	2.5
Industries											
Primary Industries	1.8	1.1	2.1	-	2.6	1.6	2.2	-	2.2	-	-
Manufacturing	2.3	1.4	3.2	1.6	2.1	3.3	4.3	2.2	3.6	2.2	3.1
Construction	1.6	2.4	2.0	2.5	5.3	1.4	-	4.3	-	-	4.3
Transp. & Communication	1.6	1.9	2.4	2.0	2.3	3.3	2.1	2.3	2.1	3.6	2.2
Trade-Finance	1.7	1.5	1.3	2.4	1.0	1.9	1.5	2.0	1.5	2.0	-
Services	1.0	1.4	1.8	0.9	2.3	2.6	2.3	2.2	2.3	2.2	2.2
Public Administration	1.3	1.8	2.2	1.7	3.1	2.2	2.2	2.2	2.5	-	2.2
Jurisdictions											
Newfoundland	1.7	1.3	1.6	1.5	1.6	2.2	-	-	-	-	-
Prince Edward Island	-	2.1	2.7	2.8	2.3	-	3.0	-	3.0	-	-
Nova Scotia	2.0	2.9	2.1	4.5	2.0	1.5	1.8	2.2	-	2.2	-
New Brunswick	0.7	1.5	2.4	-	1.6	3.6	-	1.3	-	-	1.3
Quebec	1.3	1.0	1.6	1.4	1.5	1.5	2.1	2.3	1.5	2.3	2.2
Ontario	1.1	1.6	2.1	1.4	1.6	3.2	3.6	2.4	2.5	2.1	2.5
Manitoba	1.1	1.4	2.5	1.5	2.8	2.1	2.3	2.0	2.2	2.0	2.1
Saskatchewan	0.9	1.8	2.2	2.6	1.7	3.5	1.8	2.0	-	-	2.0
Alberta	2.4	3.0	4.0	4.3	4.2	3.3	3.0	3.1	2.8	4.2	2.3
British Columbia	1.3	0.8	0.8	0.7	0.6	1.3	0.8	0.4	-	0.3	0.6
Multi-Province	3.0	1.7	2.8	1.8	3.4	-	-	-	-	-	-
Federal Jurisdiction	1.8	2.1	2.8	2.0	3.1	3.4	2.2	2.2	2.0	-	2.2
Public Sector	1.1	1.6	1.9	1.3	2.4	2.4	2.1	2.2	2.2	2.2	2.2
Private Sector	1.8	1.8	2.6	2.2	2.4	2.3	3.7	2.8	2.4	2.4	4.1
Consumer Price Index	1.6	0.9	1.7	0.8	1.6	2.2	2.4	2.5	2.6	2.3	2.7

Data for the current month are preliminary.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Government of Canada	various unions	18,020	March 00
•Government of Quebec	various unions	41,320	March 00
•STCUM (Montreal Transit)	CUPE	4,410	March 00
•NAV CANADA	ATSAC	840	March 00
•Ontario hospitals	OPSEU (technicians)	5,000	March 00
•Budd Canada Inc.	CAW	1,600	March 00
•Government of Alberta	AUPE	17,540	March 00

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
Public Sector				
•Government of Canada	various unions	104,680	B/TENT	Sept.97/Sept.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B/WS	Dec. 98
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Nova Scotia	CUPE	1,160	ARB	Oct. 99
•New Brunswick Power Corp.	IBEW	1,250	B	Sept. 99
•Government of Quebec	various unions	14,750	B/TENT	June 98
•STCUM (Montreal Transit)	CNTU	2,010	CO	Jan. 00
•City of Toronto	CUPE (inside workers)	21,000	TENT	various
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Provincial Police	OPPA	4,840	B	Dec. 99
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	B	Mar. 00
•Government of Manitoba	M.G.E.U.	13,520	B	Mar. 00
•City of Winnipeg	CUPE	5,100	B	Dec. 99
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	CO	Dec. 99
•Provincial Health Authorities of Alberta	various unions	17,160	B/CO	Mar. 00
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	PMB	Oct. 98
Private Sector				
•Air Canada	Pilots	2,100	B	Apr. 00
•Nortel (Que.)	Communication Workers	1,300	B	Feb. 00
•Purolator Courier	Teamsters	8,000	B	Dec. 99
•Noranda (N.B.)	Steelworkers	810	B	Feb. 00
•United Parcel Service	Teamsters	2,800	B	Feb. 00
•Lakehead Terminal Elevators Assn.	Steelworkers	700	B	Jan. 00
•Greater Vancouver Hotel Empls' Assn.	Hotel & Restaurant Empls.	2,060	B	Feb. 00
•Finning (B.C. & Y.T.)	Machinists	800	B	Apr. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	Mar. 00
•Government of N.W.T.	PSAC	4,000	Mar. 00
•Laurentienne Bank	OPEIU	1,510	Dec. 99
•INCO (Ont.)	Steelworkers	4,910	May 00
•Manitoba Hydro-Electric Board	IBEW	2,300	May 00
•Pipe Line Contractors' Association	various unions	5,100	Apr. 00

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

For more information contact:

Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or
E-mail: *wid-imt@hrdc-drhc.gc.ca*

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micromedia
a division of IHS Canada

20 Victoria Street
Toronto, Ontario M5C 2N8
Tel.: (416) 362-5211
Toll Free: 1-800-387-2689
Fax: (416) 362-6161
Email: info@micromedia.on.ca

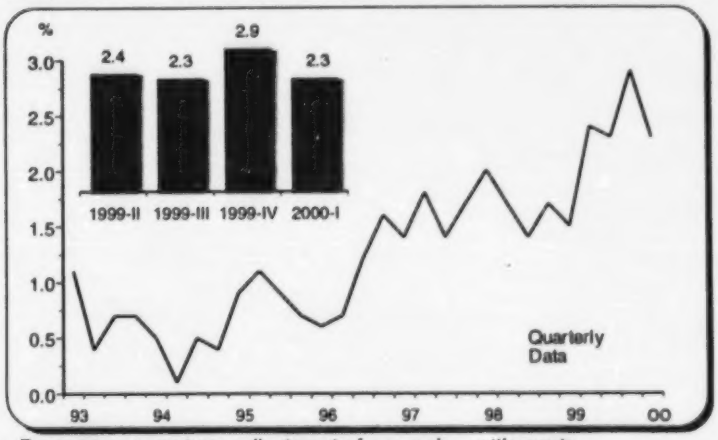
Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information Directorate
1-800-567-6866
or (819) 997-3117

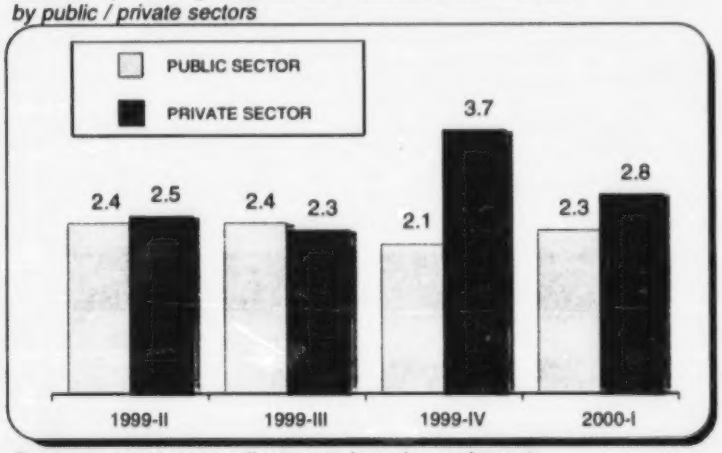
...ENTS BULLETIN

May 2000
Volume 11, Issue 5

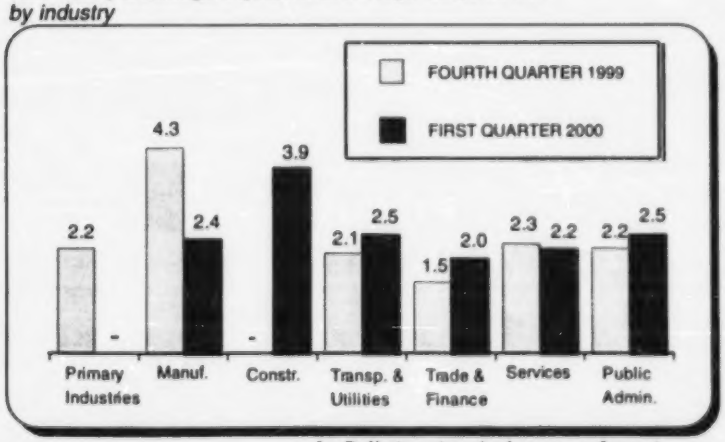
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments in major settlements, by industry



Le Bulletin existe également en français.

First Quarter 2000

Major collective bargaining settlements reached in the **first quarter of the year 2000** provided base-rate wage increases averaging **2.3 per cent** annually over the contract-term, up marginally from the 2.2 per cent average in the year 1999, but below the 2.9 percent average in the fourth quarter of 1999. The first quarter 2000 results are based on a review of 142 settlements reached in the period, with an above-average coverage of 531,150 employees. In the year 1999 as a whole, there were 368 major settlements covering 808,530 employees.

Since troughing in mid-1994, the overall size of wage adjustments has trended upwards - though moderately - and the 2.3 per cent gain in the first quarter of the year 2000 remains well below the most recent annual peak-gain of 5.6 per cent in 1990. Also, since 1993, average wage adjustments in the private sector have generally been above those in the public sector, although the gap has been narrowing since late 1997.

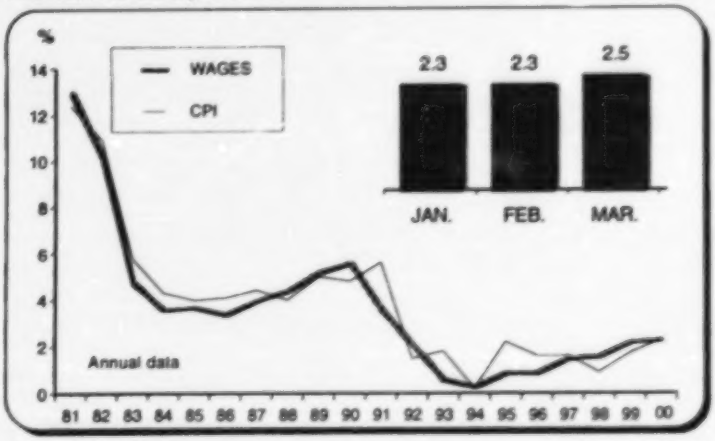
Wage adjustments for 488,560 employees in 114 first-quarter **public-sector** settlements averaged **2.3 per cent**, an increase from 1.9 per cent in the 1999 year, and 2.1 per cent in the fourth quarter of 1999. In the **private sector**, 28 settlements reached in the first quarter provided wage adjustments averaging **2.8 per cent** for 42,590 employees, up from 2.6 per cent in the year 1999, but below the fourth-quarter 1999 average of 3.7 per cent. The first quarter 2000 results were significantly influenced by settlements in the Quebec public sector for 288,930 employees, with an average wage gain of 2.3 per cent.

On a regional/jurisdictional basis, wage increases in the first quarter 2000 were largest in the Prairie provinces, at 3.6 per cent for 24,170 employees (Alberta's 20,960 employees gained increases averaging 3.8 per cent). In Ontario, 113,530 employees gained an average increase of 2.4 per cent. Quebec's 297,470 employees gained an average 2.3 per cent. In the Federal jurisdiction, 68,710 employees gained increases averaging 2.2 per cent. In Atlantic Canada, wage increases for 17,060 employees averaged 2.1 per cent, while in British Columbia, 10,210 employees gained an average increase of 0.6 per cent.

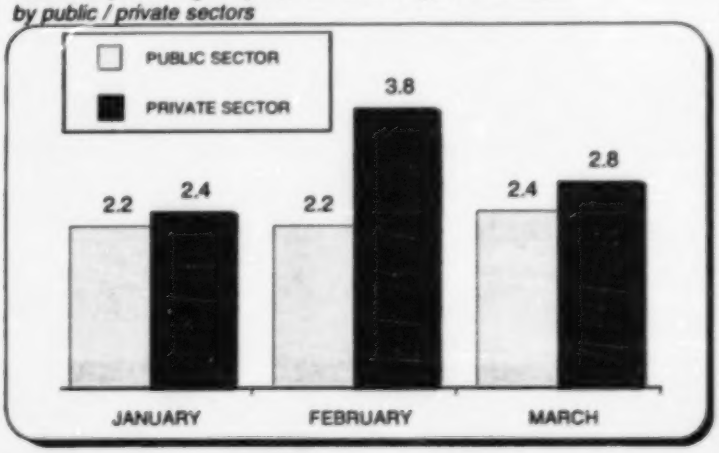
First quarter 2000 wage increases by industry are shown in the adjoining chart.

Canada

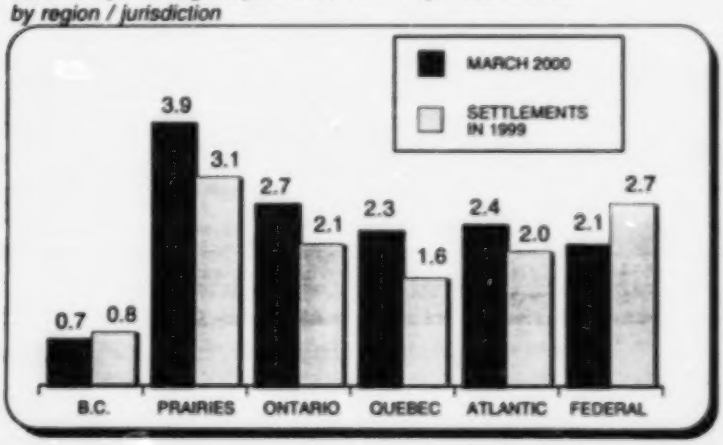
Perspective on base rate percentage adjustments from major settlements and the consumer price index



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



March 2000

Base-rate wage increases from major collective bargaining settlements reached in **March, 2000** averaged **2.5 per cent**, up slightly from the January and February, 2000 averages of 2.3 per cent and the 2.2 per cent average for the year 1999.

The March results are based on a review of 46 settlements covering 151,740 employees. As in the preceding two months, Quebec public-sector settlements (with a 2.3% increase) accounted for a significant proportion of all employees (50.8%) covered in March agreements. Major settlements in March also included three Government of Canada agreements at 2.0 per cent and eight Government of Alberta agreements at 4.0 per cent.

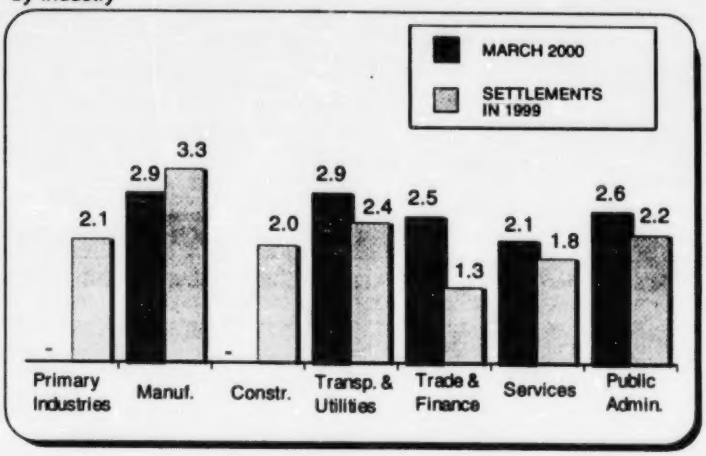
When the parties to the March, 2000 settlements previously negotiated (with contract durations averaging 31.7 months), the resulting wage adjustments averaged 1.9 per cent, compared to the 2.5 per cent in their current round of settlements.

Public-sector wage increases averaged **2.4 per cent** in March, 2000, slightly higher than the 2.2 per cent in the previous two months, and the annual average of 1.9 per cent in 1999. There were 37 public-sector settlements reached in March, with a coverage of 141,850 employees (93.5% of all employees covered). In contrast, there were only 9 **private-sector** settlements with a low coverage of 9,890 employees; wage increases in these settlements averaged **2.8 per cent**, lower than the previous month's average of 3.8 per cent but slightly higher than the 1999 average annual increase of 2.6 per cent. In March, private-sector wage increases were higher than those in the public sector, as they have been (on a monthly basis) since August of last year.

On a regional/jurisdictional basis, the majority of employees (51%) covered in March's settlements were in Quebec; wage increases in this jurisdiction averaged 2.3 per cent. In the prairie provinces, wage increases averaged 3.9 per cent. In other regions/jurisdictions, wage gains in ascending order were: British Columbia at 0.7 per cent; the Federal jurisdiction at 2.1 per cent; the Atlantic Provinces at 2.4 per cent, and Ontario at 2.7 per cent.

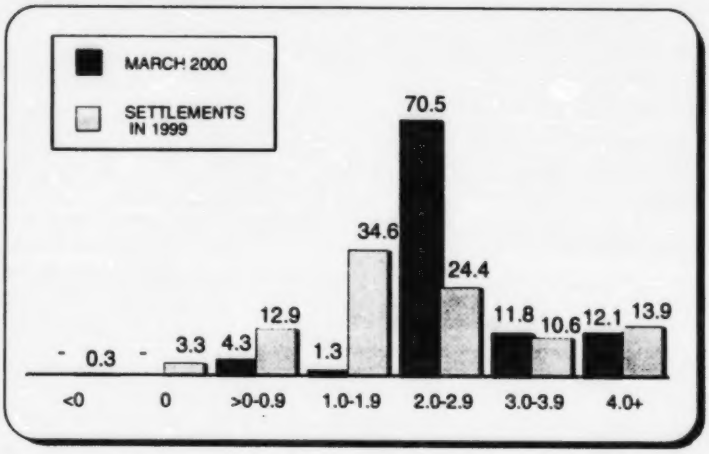
On an industry basis, the largest proportion of employees was in **public administration** and the **services** sector; in **public administration** 14 agreements provided 69,730 employees with wage gains averaging **2.6 per cent,** and in the **services** sector, 18 agreements provided 54,730 employees with wage gains averaging **2.1 per cent**. These sectors comprise the majority of public-sector settlements in March. In **manufacturing**, 6 agreements provided 7,260 employees with wage gains averaging **2.9 per cent**. In the **transportation, communications and utilities** sector, 7 settlements provided 19,330 employees with wage increases averaging **2.9 per cent.** In the **trade** sector, a single agreement provided 690 employees with wage gains of **2.5 per cent**. There were no major settlements in **primary industries**, or **construction**.

Base rate percentage adjustments from major settlements, by industry



There was no major settlement with a wage freeze or cut in the month of March. The majority of workers (70.5% of all employees) received wage increases in the 2.0 to 2.9 per cent range (including the Federal and Quebec public-sector settlements). Approximately 5.6% of employees received increases below the 2.0 per cent level and 23.9 per cent of employees received increases of 3.0 per cent and above. Wage increases in March settlements ranged from a low of 0.7 per cent in 5 B.C. public-sector agreements, to a high of 4.0 per cent in 8 Alberta public-sector agreements.

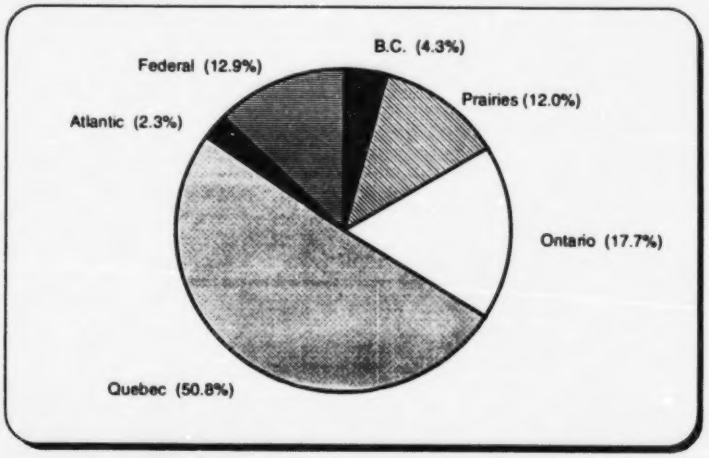
Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Atlantic provinces	2	3,530
Quebec	12	77,040
Ontario	12	26,900
Prairie provinces	9	18,180
British Columbia	5	6,590
Federal	6	19,500

Percentage distribution of employees in major settlements, by region/jurisdiction



MAJOR SETTLEMENTS REACHED IN MARCH

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Manufacturing (6 agreements)	**7,260**	**2.9**	**3.0**	**31**	.
Fishery Products International Limited, plant & maintenance empls., Bonavista & area, Nfld.	3,000	2.4	2.9	24	31/12/01
Island Fishermen's Co-operative Association Ltd., plant & maintenance empls., Lameque, N.B.	530	2.3	3.0	36	28/02/03
Bertrand Faure Components Ltd., production, Mississauga, Ont.	500	3.0	3.0	36	17/05/03
Boeing Canada Technology Ltd., production, Arnprior, Ont.	500	4.8*	5.4	36	06/03/03
Budd Canada Inc., plant & maintenance empls., Kitchener, Ont.	1,600	3.1*	2.6	36	31/03/03
New Flyer Industries Ltd., production, Transcona, Man.	1,130	3.0*	3.0	36	30/09/02
Transportation, Communication and Other Utilities (7 agreements)	**19,330**	**2.9**	**2.7**	**24.6**	.
Montreal Urban Community Transit Commission, bus drivers, Montreal, Que.	3,550	2.7	2.0	36	11/01/03
Montreal Urban Community Transit Commission, office and clerical employees, Montreal, Que.	640	2.7	2.0	36	11/01/03
Government of Ontario, ambulance technicians, province-wide, Ont.	1,100	1.2	1.0	24	31/03/01
Ontario Hydro Services Company Inc., office, clerical and trades empls., province-wide, Ont.	4,000	3.0	3.0	12	31/03/01
Ontario Power Generation Inc.,office, clerical and trades empls., province-wide, Ont. (nuclear)	6,600	3.0	3.0	24	31/03/02
Ontario Power Generation Inc., office, clerical and trades empls., province-wide, Ont. (non-nuclear)	2,600	3.0	3.0	24	31/03/02
NAV CANADA, radio operators, Canada-Wide	840	4.4	4.0	36	30/04/01
Trade-Finance (1 agreement)	**690**	**2.5**	**0.0**	**60**	.
Corp. des concessionnaires d'automobiles du Saguenay-Lac St-Jean, service & maintenance empl., Saguenay-Lac St-Jean, Que.	690	2.5	0.0	60	31/12/02
Community, Business & Personal Services (18 agreements)	**54,730**	**2.1**	**1.5**	**43.2**	.
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide, Que.	22,690	2.3	1.5	48	30/06/02
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide, Que.	660	2.3	1.5	48	30/06/02
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide, Que.	3,630	2.3	1.5	48	30/06/02
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide, Que.	1,740	2.3	1.5	48	30/06/02
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide, Que.	1,560	2.3	1.5	48	30/06/02
Management Negotiating Committee for French-language School Boards, support employees, province-wide, Que.	5,870	2.2	1.5	48	30/06/02
Ontario Hospital Association, professional and technical empls., province-wide, Ont.	5,000	2.2	2.0	36	31/03/02
Toronto Public Library Board, librarians, Toronto, Ont.	2,500	2.5	2.0	36	31/12/01
University of Guelph, office and clerical employees, Guelph, Ont.	820	2.5	2.4	36	30/04/02
University of Guelph, teaching assistants, Guelph, Ont.	860	3.0	4.1	36	31/08/02
Government of Alberta, health service empls., province-wide, Alta.	1,110	4.0	4.0	24	31/08/01

continued on next page

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN MARCH (continued)

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Government of British Columbia, nurses, province-wide, B.C.	980	0.7	0.0	36	31/12/01
Simon Fraser University, office and clerical employees, Burnaby, B.C.	730	0.7	0.0	36	31/03/02
University of British Columbia, office and clerical employees, Vancouver, B.C.	1,430	0.7	0.0	36	31/03/02
University of British Columbia, service & maintenance empl., Vancouver, B.C.	1,850	0.7	0.0	36	31/03/02
University of British Columbia, teaching assistants, Vancouver, B.C.	1,600	0.7	0.0	36	31/08/02
National Research Council of Canada, scientific & other professionals, Canada-wide,	1,100	2.0	2.0	12	19/07/00
Government of Nunavut, elementary and secondary teachers, Iqaluit, Nunavut	600	3.2	3.5	34	30/06/02
Public Administration (14 agreements)	**69,730**	**2.6**	**2.2**	**32.9**	.
Government of Quebec, hourly rated employees, province-wide, Que.	3,110	2.2	1.5	48	30/06/02
Government of Quebec, salaried employees, province-wide, Que.	31,930	2.2	1.5	48	30/06/02
Société québécoise de développement de la main-d'oeuvre, office and clerical employees, province-wide, Que.	970	2.2	1.5	48	30/06/02
Ontario Housing Corporation and all Housing Authorities, administrative services employees, province-wide, Ont.	820	1.4	1.5	36	31/12/02
Government of Alberta, administrative services (support) employees, province-wide, Alta.	7,930	4.0	4.0	24	31/08/01
Government of Alberta, administrative services (program) employees, province-wide, Alta.	2,110	4.0	4.0	24	31/08/01
Government of Alberta, correctional officers, province-wide, Alta.	1,390	4.0	4.0	24	31/08/01
Government of Alberta, general tradesmen, province-wide, Alta.	520	4.0	4.0	24	31/08/01
Government of Alberta, natural resource conservation, province-wide, Alta.	670	4.0	4.0	24	31/08/01
Government of Alberta, social workers, province-wide, Alta.	1,870	4.0	4.0	24	31/08/01
Government of Alberta, technical employees,province-wide, Alta.	1,450	4.0	4.0	24	31/08/01
Government of Canada, nurses, Canada-wide	1,800	2.0	2.0	12	30/09/00
Government of Canada, scientific & other professionals, Canada-wide	9,660	2.0	2.0	12	21/06/00
Government of Canada, economists and social science employees, Canada-wide	5,500	2.0	2.0	3	21/06/00
Agreements with COLA (3 agreements)	**3,230**	**3.3**	**3.2**	**36.0**	
Agreements without COLA (43 agreements)	**148,510**	**2.4**	**2.0**	**35.6**	
All agreements (46 agreements)	**151,740**	**2.5**	**2.0**	**35.6**	

**Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

***Note**: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.*

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1997	1998	1999	1999				2000	2000		
				1	2	3	4	1	Jan	Feb	Mar
All Industries/Jurisdictions											
Average Annual Adjustment	1.5	1.7	2.2	1.5	2.4	2.3	2.9	2.3	2.3	2.3	2.5
Non-COLA	1.4	1.6	2.0	1.5	2.5	2.1	2.1	2.3	2.3	2.3	2.4
COLA	1.8	2.6	3.3	2.0	2.1	3.9	4.2	2.2	1.7	2.2	3.3
First Year Adjustment	1.1	1.4	1.9	1.2	2.1	1.9	2.7	1.9	1.7	1.9	2.0
Non-COLA	1.0	1.3	1.7	1.2	2.1	1.7	2.0	1.8	1.7	1.8	2.0
COLA	1.7	2.7	3.1	2.2	1.9	3.7	3.9	2.4	1.3	2.5	3.2
Industries											
Primary Industries	1.8	1.1	2.1	-	2.6	1.6	2.2	-	-	-	-
Manufacturing	2.3	1.4	3.3	1.6	2.3	3.3	4.3	2.4	2.1	3.1	2.9
Construction	1.6	2.4	2.0	2.5	5.3	1.4	-	3.9	-	3.9	-
Transp. & Communication	1.6	1.9	2.4	2.0	2.3	3.3	2.1	2.5	3.6	2.2	2.9
Trade-Finance	1.7	1.5	1.3	2.4	1.0	1.9	1.5	2.0	2.0	-	2.5
Services	1.0	1.4	1.8	0.9	2.2	2.5	2.3	2.2	2.2	2.2	2.1
Public Administration	1.3	1.8	2.2	1.7	3.1	2.2	2.2	2.5	-	2.2	2.6
Jurisdictions											
Newfoundland	1.7	1.3	1.6	1.6	1.6	2.2	-	2.4	-	-	2.4
Prince Edward Island	-	2.1	2.7	2.8	2.3	-	3.0	-	-	-	-
Nova Scotia	2.0	2.9	2.1	4.5	2.0	1.5	1.8	2.2	2.2	1.6	-
New Brunswick	0.7	1.5	2.4	-	1.6	3.6	-	1.5	-	1.3	2.3
Quebec	1.3	1.0	1.6	1.4	1.5	1.5	2.1	2.3	2.3	2.2	2.3
Ontario	1.1	1.6	2.1	1.4	1.6	3.1	3.6	2.4	2.1	2.4	2.7
Manitoba	1.1	1.4	2.5	1.5	2.8	2.1	2.3	2.5	2.0	2.1	3.0
Saskatchewan	0.9	1.8	2.2	2.6	1.7	3.5	1.8	2.0	-	2.0	-
Alberta	2.4	3.0	4.0	4.3	4.2	3.3	3.0	3.8	4.2	2.3	4.0
British Columbia	1.3	0.8	0.8	0.7	0.6	1.3	0.8	0.6	0.3	0.6	0.7
Multi-Province	3.0	1.7	2.8	1.8	3.4	-	-	-	-	-	-
Federal Jurisdiction	1.8	2.1	2.8	2.0	3.1	3.4	2.2	2.2	-	2.2	2.1
Public Sector	1.1	1.6	1.9	1.3	2.4	2.4	2.1	2.3	2.2	2.2	2.4
Private Sector	1.8	1.8	2.6	2.2	2.5	2.3	3.7	2.8	2.4	3.8	2.8
Consumer Price Index	1.6	0.9	1.7	0.8	1.6	2.2	2.4	2.7	2.3	2.7	3.0

Data for the current month are preliminary.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Government of Canada	various unions	62,750	April 00
•Government of Quebec	various unions	4,220	April 00
•Nortel (Que.)	Communication Workers	3,000	April 00

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
Public Sector				
•Government of Canada	various unions	80,380	B/CO/TENT	Sept.97/Sept.00
•Canada Customs and Revenue Agency	PSAC and PIPS	32,640	TENT	(1st)
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	ARB	Dec. 98
•Government of Nova Scotia	CUPE	1,160	ARB	Oct. 99
•Sydney Steel	Steelworkers	600	B	Oct. 99
•New Brunswick Power Corp.	IBEW	1,250	TENT	Sept. 99
•Government of Quebec	various unions	13,900	B/TENT	June 98
•STCUM (Montreal Transit)	CNTU	2,010	CO	Jan. 00
•City of Toronto	CUPE (inside workers)	21,000	TENT	various
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Provincial Police	OPPA	4,840	B	Dec. 99
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	B	Mar. 00
•Government of Manitoba	M.G.E.U.	13,520	B	Mar. 00
•City of Winnipeg	CUPE	5,100	TENT	Dec. 99
•Manitoba Hydro-Electric Board	IBEW	2,300	B	May 00
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	PCB	Dec. 99
•Provincial Health Authorities of Alberta	various unions	17,160	B/MED	Mar. 00
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	PMB	Oct. 98
Private Sector				
•Air Canada	Pilots	2,100	CO	Apr. 00
•Purolator Courier	Teamsters	8,000	B	Dec. 99
•United Parcel Service	Teamsters	2,800	CO	Feb. 00
•Noranda (N.B.)	Steelworkers	810	TENT.	Feb. 00
•INCO (Ont.)	Steelworkers	3,300	B	May 00
•Lakehead Terminal Elevators Assn.	Steelworkers	700	CO	Jan. 00
•Greater Vancouver Hotel Empls' Assn.	Hotel & Restaurant Empls.	2,060	B	Feb. 00
•Finning (B.C. & Y.T.)	Machinists	800	B	Apr. 00
•Forest Industrial Relations (B.C.)	Ind. Wood & Allied Workers	22,500	B	June 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	Mar. 00
•Government of New Brunswick	Nurses Union	5,200	June 00
•Government of N.W.T.	PSAC	4,000	Mar. 00
•Laurentienne Bank	OPEIU	1,510	Dec. 99
•Bombardier De Havilland	CAW	3,400	June 00
•Cabano.Kingsway Transport	Teamsters	900	June 00
•Loblaws Supermarkets	U.F.C.W.	9,400	June 00
•Pipe Line Contractors' Association	various unions	5,100	Apr. 00

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

For more information contact:

Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or
E-mail: *wid-imt@hrdc-drhc.gc.ca*

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micromedia
a division of IHS Canada

20 Victoria Street
Toronto, Ontario M5C 2N8
Tel.: (416) 362-5211
Toll Free: 1-800-387-2689
Fax: (416) 362-6161
Email: info@micromedia.on.ca

Human Resources Development Canada
Développement des ressources humaines Canada

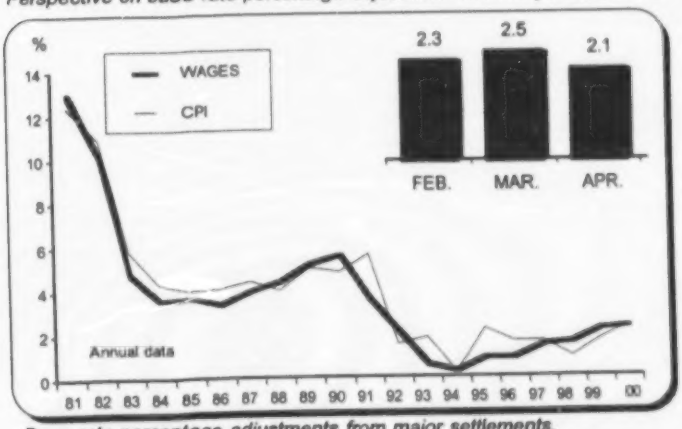
Workplace Information Directorate
1-800-567-6866
or (819) 997-3117

WORKPLACE SETTLEMENTS BULLETIN June 2000

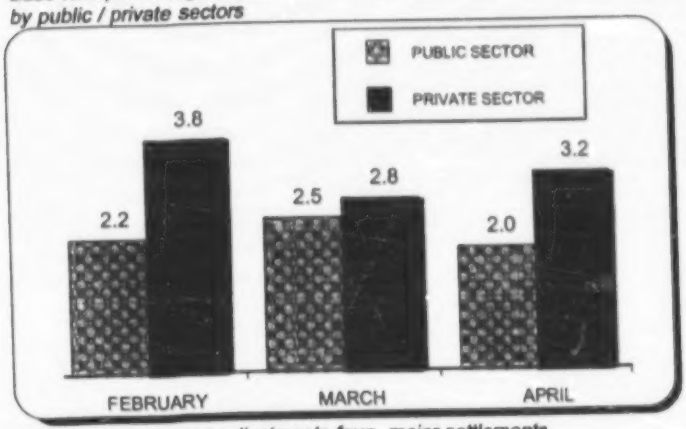
WORKPLACE SETTLEMENTS BULLETIN

June 2000
Volume 11, Issue 6

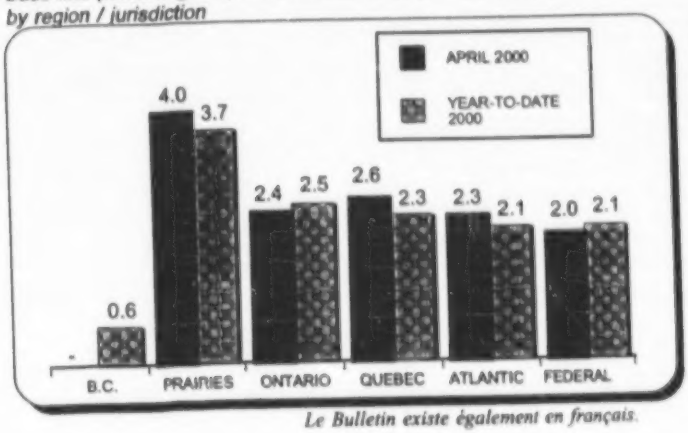
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

April 2000

Major collective bargaining settlements reached in **April 2000** provided base-rate wage increases averaging **2.1 per cent** annually over the contract-term, down from 2.5 per cent in the previous month, and marginally below the 2.2 per cent average for 1999 as a whole.

The April 2000 results are based on a review of 16 settlements reached in the period, with a coverage of 76,150 employees. A single agreement between the Government of Canada and the Program and Administration Services Group covering 61,580 employees (81% of total employee coverage) had a sizeable impact on the aggregate wage data in a month with few settlements. This agreement provided employees with an average annual wage increase of 2.0 per cent.

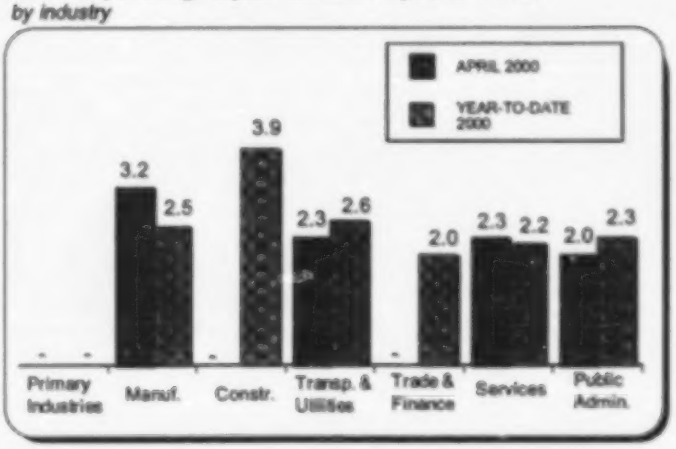
When the parties to the April 2000 settlements previously negotiated (with contract durations averaging 25.2 months), the resulting wage adjustments averaged 2.2 per cent, compared to the 2.1 per cent in their current round of settlements.

In a month with few settlements, private sector wage increases continued to be higher than those in the public sector. **Private-sector** wage adjustments for 3,220 employees in only 4 settlements averaged **3.2 per cent**, up from 2.8 per cent in the previous month, and the average of 2.6 per cent for 1999. In the **public sector**, wage increases for 72,930 employees in 12 agreements averaged **2.0 per cent**, down from 2.5 per cent in the previous month, but marginally above last year's average of 1.9 per cent.

On a regional/jurisdictional basis, the largest concentration of employees was in the Federal jurisdiction with 65,400 employees (85.9% of total) in 4 agreements obtaining wage increases averaging 2.0 per cent; in the Prairie provinces (Alberta) a single agreement provided 530 employees with a wage gain of 4.0 per cent; In Quebec, 4 agreements provided 5,630 employees with wage increases of 2.6 per cent; in Ontario 6 settlements covering 4,080 employees averaged 2.4 per cent and in Atlantic Canada (Newfoundland) 510 employees in a single agreement obtained a wage increase averaging 2.3 per cent. There were no major settlements in B.C.

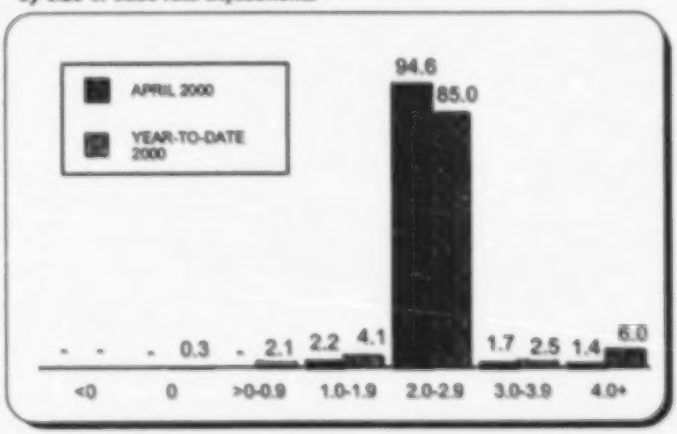
On an industry basis, the largest proportion of employees was in **public administration**. In this industry group, 7 agreements provided 67,270 employees (88.3% of total number of employees) with wage increases averaging **2.0 per cent**; this sector also includes the sizeable Government of Canada settlement. In **manufacturing**, 4 agreements provided 3,220 employees with wage gains averaging **3.2 per cent**. Wage increases ranged from 2.1 per cent at Kellogg Canada Inc. to a high of 3.2 per cent at Lear Corporation in Oakville, Ontario. In the **services sector**, 4 agreements provided 5,150 employees with wage gains averaging **2.3 per cent** and a single agreement in the **utilities sector** (Newfoundland and Labrador Hydro) provided 510 workers with an average annual increase of **2.3 per cent**. There were no major settlements in **primary industries, construction or trade**.

Base rate percentage adjustments from major settlements, by industry



There was no major settlement with a wage freeze or cut in the month of April. The vast majority of workers (94.6% of all employees) received wage increases in the 2.0 to 2.9 per cent range (including the Government of Canada public-sector settlements (see page 3)). Approximately 2.2% of employees received increases below the 2.0 per cent level and 3.1 per cent of employees received increases of 3.0 per cent and above. Wage increases in April settlements ranged from a low of 1.5 per cent in 2 public-sector agreements (Govt. of Canada and also a Quebec college teachers settlement), to a high of 4.0 per cent in an Alberta education-sector agreement.

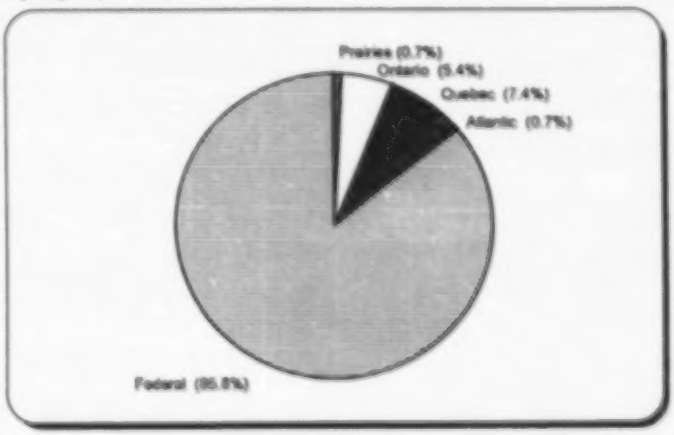
Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Atlantic provinces	1	510
Quebec	4	5,630
Ontario	6	4,080
Prairie provinces	1	530
Federal	4	65,400

Percentage distribution of employees in major settlements, by region/jurisdiction



MAJOR SETTLEMENTS REACHED IN APRIL

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Manufacturing (4 agreements)	**3,220**	**3.2**	**2.8**	**46.8**	.
Cuddy Food Products, plant & maintenance empl., London, Ont.	800	2.0	0.0	60	01/06/05
Kellogg Canada Inc., plant & maintenance empl., London, Ont.	560	2.1	2.0	36	16/04/03
Lear Corporation, plant & maintenance empl., Oakville, Ont.	560	4.8*	4.6	36	29/03/03
Northern Telecom Canada Limited (Nortel), hourly rated employees, Montreal, Que.	1,300	3.8*	4.1	48	28/02/04
Transportation, Communication and Other Utilities (1 agreement)	**510**	**2.3**	**2.0**	**36**	.
Newfoundland and Labrador Hydro, plant & maintenance empl., province-wide, Nfld.	510	2.3	2.0	36	31/03/02
Community, Business & Personal Services (4 agreements)	**5,150**	**2.3**	**1.8**	**41.2**	.
Comité patronal de négociation des collèges, educational services, province-wide, Que.	1,020	2.2	1.5	48	30/06/02
Comité patronal de négociation secteur santé et services sociaux, technical employees, province-wide, Que.	2,670	2.3	1.5	48	30/06/02
Halton Catholic District School Board, elementary teachers, Burlington, Ont.	930	1.5	2.0	24	31/08/02
The Board of Governors of Mount Royal College, instructors/tutors/lecturers, Calgary, Alta.	530	4.0	3.5	24	30/06/01
Public Administration (7 agreements)	**67,270**	**2.0**	**2.0**	**12.5**	.
City of London, inside employees, London, Ont.	670	2.4	2.5	36	31/12/02
Communications Security Establishment.DND, administrative services employees, Ottawa, Ont.	550	2.0	2.0	12	09/02/01
Government of Canada, administrative & support employees, Canada-Wide	61,580	2.0	2.0	12	20/06/00
Government of Canada, scientific & other professionals, Canada-Wide	2,500	2.0	2.0	12	30/09/00
Government of Canada, ship maintenance, Halifax, N.S.	770	1.5	1.5	12	31/12/00
The Construction Commission of Quebec, office and clerical employees, province-wide, Que.	640	2.0	1.5	24	31/12/00
Waterloo Regional Police Services Board, police officers, Waterloo, Ont.	560	2.8	2.5	30	31/12/01
Agreements with COLA (2 agreements)	**1,860**	**4.1**	**4.3**	**44.4**	
Agreements without COLA (14 agreements)	**74,290**	**2.0**	**2.0**	**15.3**	
All agreements (16 agreements)	**76,150**	**2.1**	**2.0**	**16.1**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

WAGE ADJUSTMENT FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	1997	1998	1999	1999				2000	Year to	2000		
				1	2	3	4	1	Date*	Feb	Mar	Apr
All Industries/Jurisdictions												
Average Annual Adjustment	1.5	1.7	2.2	1.5	2.4	2.3	2.9	2.3	2.3	2.3	2.5	2.1
Non-COLA	1.4	1.6	2.0	1.5	2.5	2.1	2.1	2.4	2.3	2.3	2.5	2.0
COLA	1.8	2.6	3.3	2.0	2.1	3.9	4.2	2.2	2.3	2.2	3.2	4.1
First Year Increase	1.1	1.4	1.9	1.2	2.1	1.9	2.8	1.9	1.9	1.9	2.2	2.0
Non-COLA	1.0	1.3	1.7	1.2	2.1	1.7	2.0	1.9	1.9	1.8	2.2	2.0
COLA	1.7	2.7	3.3	2.2	1.9	3.9	4.2	2.4	2.4	2.5	2.7	4.3
Industries												
Primary Industries	1.9	1.1	2.1	-	2.6	1.6	2.2	-	-	-	-	-
Manufacturing	2.3	1.4	3.3	1.6	2.3	3.3	4.3	2.4	2.5	3.1	2.8	3.2
Construction	1.6	2.4	2.0	2.5	5.3	1.4	-	3.9	3.9	3.9	-	-
Transp. & Communication	1.6	1.9	2.4	2.0	2.3	3.3	2.1	2.6	2.6	2.2	3.5	2.3
Trade-Finance	1.7	1.5	1.3	2.4	1.0	1.9	1.5	2.0	2.0	-	2.5	-
Services	1.0	1.4	1.8	0.9	2.3	2.5	2.3	2.2	2.2	2.2	2.1	2.3
Public Administration	1.3	1.8	2.2	1.7	3.1	2.2	2.2	2.5	2.3	2.2	2.6	2.0
Jurisdictions												
Newfoundland	1.7	1.3	1.6	1.6	1.6	2.2	-	2.4	2.4	-	2.4	2.3
Prince Edward Island	-	2.1	2.7	2.8	2.3	-	3.0	-	-	-	-	-
Nova Scotia	2.0	2.9	2.1	4.5	2.0	1.5	1.8	2.2	2.2	1.6	-	-
New Brunswick	0.7	1.5	2.4	-	1.6	3.6	-	1.5	1.5	1.3	2.3	-
Quebec	1.3	1.0	1.6	1.4	1.5	1.5	2.1	2.3	2.3	2.2	2.3	2.6
Ontario	1.1	1.6	2.1	1.4	1.6	3.1	3.6	2.5	2.5	2.5	3.0	2.4
Manitoba	1.1	1.4	2.5	1.5	2.8	2.1	2.3	2.5	2.5	2.1	3.0	-
Saskatchewan	0.9	1.8	2.2	2.6	1.7	3.5	1.8	2.0	2.0	2.0	-	-
Alberta	2.4	3.0	4.0	4.3	4.2	3.3	3.0	3.8	3.8	2.3	4.0	4.0
British Columbia	1.3	0.8	0.8	0.7	0.6	1.3	0.8	0.6	0.6	0.6	0.7	-
Multi-Province	3.0	1.7	2.8	1.8	3.4	-	-	-	-	-	-	-
Federal Jurisdiction	1.8	2.1	2.8	2.0	3.1	3.4	2.2	2.2	2.1	2.2	2.1	2.0
Public Sector	1.1	1.6	1.9	1.3	2.4	2.4	2.1	2.3	2.3	2.2	2.5	2.0
Private Sector	1.8	1.8	2.6	2.1	2.5	2.3	3.7	2.7	2.8	3.8	2.8	3.2
Consumer Price Index	1.6	0.9	1.7	0.8	1.6	2.2	2.4	2.7	2.5	2.7	3.0	2.1

*January to April data

Data for the current month are preliminary.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Government of Canada	PSAC	14,350	May 00
•Government of Quebec	CPS	3,490	May 00
•New Brunswick Power Corp.	IBEW	1,250	May 00
•Noranda (N.B.)	Steelworkers	750	May 00
•INCO (Ont.)	Steelworkers	3,300	May 00
•City of Toronto	CUPE (inside workers)	21,000	May 00
•City of Winnipeg	CUPE	5,250	May 00
•Provincial Health Authorities of Alberta	AUPE	10,100	May 00
•Finning (B.C. & Y.T.)	Machinists	800	May 00

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
Public Sector				
•Government of Canada	various unions	109,700	B/CO	Sept.97/Sept.00
•Canada Customs and Revenue Agency	PSAC and PIPS	38,640	B	(1st)
•Canadian Food Inspection Agency	PSAC & PIPS	3,700	B	Dec.99/Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Government of New Brunswick	Nurses Union	5,200	B	June 00
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Quebec	various unions	10,250	B	June 98/Dec.99
•STCUM (Montreal Transit)	CNTU	2,010	TENT	Jan. 00
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Provincial Police	OPPA	4,840	B	Dec. 99
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	B	Mar. 00
•Government of Manitoba	MGEU	13,520	B	Mar. 00
•Manitoba Hydro-Electric Board	IBEW	2,300	B	May 00
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	PCB	Dec. 99
•Provincial Health Authorities of Alberta	various unions	7,060	MED	Mar. 00
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	PMB	Oct. 98
Private Sector				
•Air Canada	Pilots	2,100	MED	Apr. 00
•Purolator Courier	Teamsters	8,000	B	Dec. 99
•United Parcel Service	Teamsters	2,800	CO	Feb. 00
•Bombardier De Havilland	CAW	3,400	B	June 00
•Loblaws Supermarkets	UFCW	9,400	B	June 00
•Lakehead Terminal Elevators Assn.	Steelworkers	700	CO	Jan. 00
•Greater Vancouver Hotel Empls' Assn.	Hotel & Restaurant Empls.	2,060	MED	Feb. 00
•Forest Industrial Relations (B.C.)	Ind. Wood & Allied Workers	22,500	B	June 00

Status* :

ARB arbitration
B bargaining
B/WS bargaining after work stoppage
CO conciliation
MED mediation
M/WS mediation after work stoppage
PAB post-arbitration bargaining
PCB post-conciliation bargaining
PMB post-mediation bargaining
TENT tentative agreement
WS work stoppage

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of N.W.T.	PSAC	4,000	Mar. 00
•Laurentienne Bank	OPEIU	1,510	Dec. 99
•Cabano.Kingsway Transport	Teamsters	900	June 00
•CAE Electronics	CEP	750	June 00
•Falconbridge	CAW	1,430	July 00
•Pipe Line Contractors' Association	various unions	5,100	Apr. 00

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

For more information contact:

Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or
E-mail: *wid-imt@hrdc-drhc.gc.ca*

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